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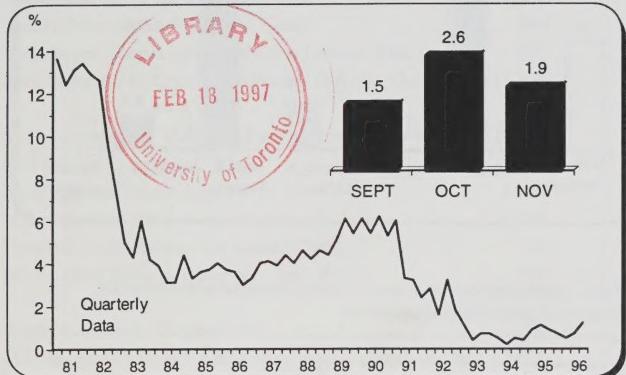
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## THE WAGE SETTLEMENTS BULLETIN

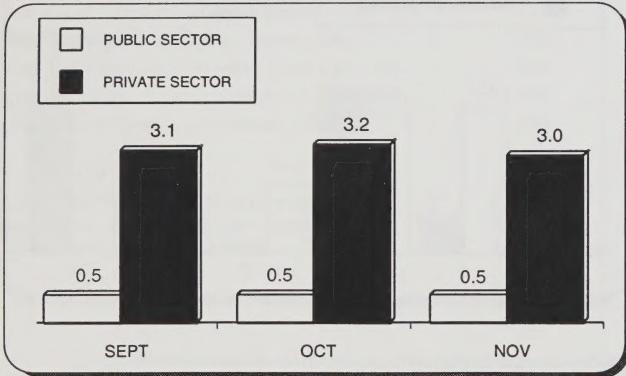
January 1997

Volume 7, Issue 12

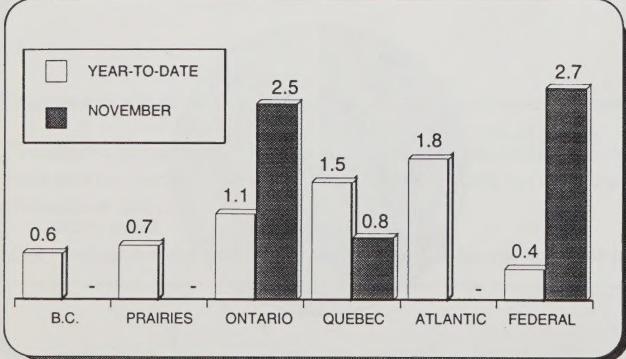
### Perspective on base rate percentage adjustments from major settlements



### Base rate percentage adjustments from major settlements, by public / private sectors



### Base rate percentage adjustments from major settlements, by region/ jurisdiction



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### November 1996

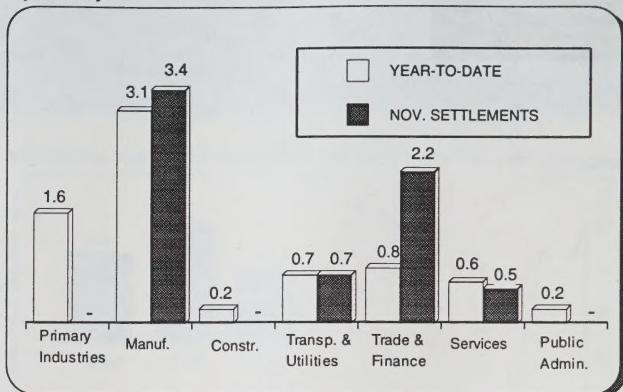
Base rate wage adjustments from major collective bargaining settlements reached in November averaged 1.9 per cent annually over the contract term, down from 2.6 per cent in October, but up from 1.5 per cent in September. The November results are based on a review of only 14 agreements covering 36,034 employees. When the parties to these settlements previously negotiated - with an average contract duration of 32.1 months - the resulting wage adjustments averaged 0.4 per cent, lower than the 1.9 per cent in their current settlements.

Public sector wage adjustments averaged 0.5 per cent in November, the same as in the 2 previous months. There were 8 public sector settlements reached in November, with a coverage of 16,424 employees. Four of the agreements resulted in a wage freeze for 3,033 employees. Private sector wage adjustments for 19,610 employees in 6 settlements averaged 3.0 per cent, compared to the 3.1 and 3.2 per cent figures recorded in September and October, respectively. The private sector adjustments as well as the overall wage adjustment in September as in October, were significantly influenced by results in the auto-manufacturing sector. In November, 11,690 Ford Motor Co. employees received wage increases averaging 3.5 per cent annually over the contract term (including estimated COLA-generated increases).

On a regional/jurisdictional basis, the largest concentration of employees was in Ontario, where 8 settlements covering 34,301 employees (58 per cent of all employees in November's settlements) provided wage adjustments averaging 2.5 per cent (including the Ford agreement mentioned above and Miracle Food Mart with 5,000 retail employees at 2.2 per cent). In Quebec, 5 settlements provided 14,291 employees (39.7 % of all employees) with wage adjustments averaging 0.8 per cent. In the Federal jurisdiction, there was only 1 settlement with the B.C. Terminal Elevator Operators Assn. providing 750 employees with wage increases averaging 2.7 per cent. There were no settlements in other jurisdictions.

*Base rate percentage adjustments in November settlements,  
by industry*

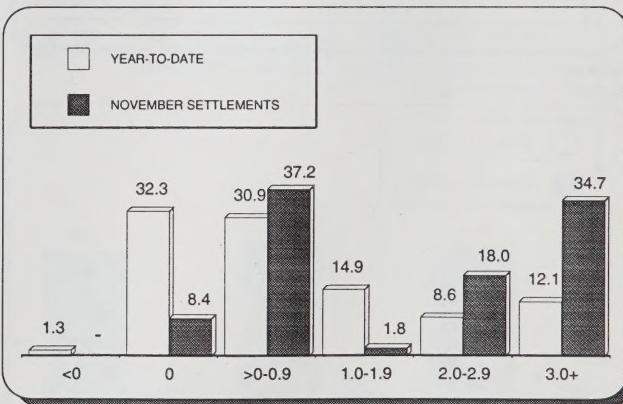
The largest wage gains in November were in the Manufacturing sector with increases averaging 3.4 per cent for 13,140 employees in 3 agreements. The smallest wage adjustments were in the Services sector at 0.5 per cent (5 agreements covering 3,753 employees) followed by Transportation, Communications and Utilities at 0.7 per cent (5 agreements covering 14,141 employees). In the Trade and Finance sector, only 1 agreement (Miracle Mart) provided 5,000 employees with a wage gain of 2.2 per cent. There were no settlements in other industry sectors.



Approximately 37% of employees received wage increases below 1.0 per cent and 35% received wage increases in the 3.0-3.9% range (includes 11,690 Ford employees). Wages were frozen in 4 agreements covering 3,033 employees - 8.4% of employees in November's settlements (See the second graph on this page).

Base rate wage adjustments from major collective bargaining settlements reached in the year to date(January-to-November) have averaged 0.9 per cent, the same as for 1995 as a whole. The year-to-date average in the public sector is currently 0.5 per cent (472,680 employees) and in the private sector, 2.0 per cent (224,653 employees). For a complete sector listing of averages for the 1996 January-November period, please see the year-to-date column in the statistical table on page 4.

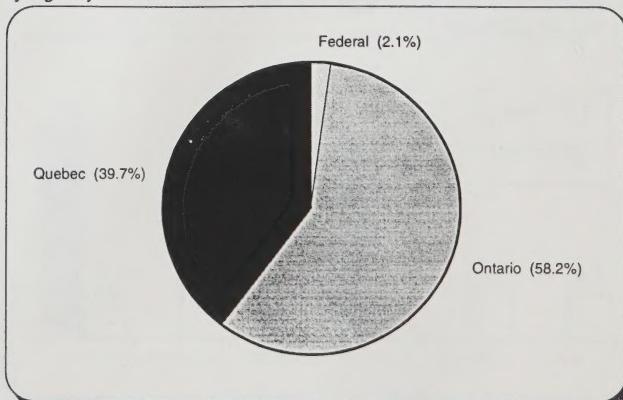
*Percentage distribution of employees in November settlements,  
by size of base rate adjustments*



*Percentage distribution of employees in November settlements,  
by region/jurisdiction*

\*The distribution of settlements and employees by region/jurisdiction for the month of November is shown in the accompanying chart and in the table below:

	<u>Agts.</u>	<u>Empls.</u>
Quebec	5	14,291
Ontario	8	20,993
Federal	1	750



**MAJOR SETTLEMENTS REACHED IN NOVEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (3 agreements)</b>	<b>13,140</b>	<b>3.4</b>	<b>3.0</b>	<b>35.3</b>	.
Abitibi-Price, production, Alma (Que.)	800	3.6	3.7	24	1998-04-30
Rolls-Royce Canada Ltd., production, Lachine (Que.)	650	1.9	2.0	36	1999-04-06
Ford Motor Co of Canada, production, Oakville (Ont.)	11,690	3.5*	3.0	36	1999-09-14
<b>Transp., Comm. &amp; Utilities (5 agreements)</b>	<b>14,141</b>	<b>0.7</b>	<b>0.2</b>	<b>42</b>	.
Hydro-Quebec, technical, (Que.)	2,402	N.A.**	-	37	1998-12-31
Hydro-Quebec, trades (Que.)	5,657	N.A.**	-	43	1999-06-30
Hydro-Quebec, office & clerical (Que.)	4,782	N.A.**	-	37	1998-12-31
Hamilton Street Railway Co. maint., (Ont.)	550	0.0	0.0	24	1998-03-31
BC Terminal Elevator Operators' Assn. (B.C.)	750	2.7*	3.1	96	2000-12-31
<b>Trade &amp; Finance (1 agreement)</b>	<b>5,000</b>	<b>2.2</b>	<b>2.3</b>	<b>36</b>	.
Miracle Food Mart, (div A&P), retail empls., (Southern Ont.)	5,000	2.2	2.3	36	1999-11-17
<b>Community, Business &amp; Personal Services (5 agreements)</b>	<b>3,753</b>	<b>0.5</b>	<b>0.4</b>	<b>26.1</b>	.
Peel Bd of Education, office & clerical, (Ont.)	623	0.0	0.0	12	1997-06-30
Cara Operations Ltd., kitchen, Toronto (Ont.)	720	2.2	2.0	36	1999-07-14
York University, teachers-assist., North York (Ont.)	860	0.0	0.0	24	1998-08-31
York University, academic staff, North York (Ont.)	1,000	0.0	0.0	24	1998-08-31
University of Toronto, service/maint., (Ont.)	550	0.5	0.0	36	1999-06-30
<b>Agreements with COLA (2 agreements)</b>	<b>12,440</b>	<b>3.4</b>	<b>3.0</b>	<b>39.6</b>	.
<b>Agreements without COLA (12 agreements)</b>	<b>23,594</b>	<b>1.1</b>	<b>0.7</b>	<b>35.7</b>	.
<b>All agreements (14 agreements)</b>	<b>36,034</b>	<b>1.9</b>	<b>1.5</b>	<b>37.1</b>	.

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

\*\*A collective agreement was ratified between Hydro-Quebec and various bargaining units however, after printing, a question arose as to the wording of certain clauses. One of the parties has asked the Directorate to withhold publication of the rates until the dispute is resolved.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustment in base rates)

	1993 1994 1995				1995				1996				Year to date				1996			
	3	4	1	2	3	2	3	4	May	Aug	Sep	Oct	Nov	Sep	Oct	Nov	Sep	Oct	Nov	
<b>All Industries/Jurisdictions</b>																				
Average Annual Adjustment	0.6	0.3	0.9	0.8	0.5	0.5	0.7	1.2	0.9	0.7	0.7	0.7	0.7	2.0	2.6	1.9				
Non-COLA	0.4	0.2	0.8	0.8	0.4	0.4	0.7	0.9	0.6	0.6	0.6	0.6	0.6	0.9	0.8	0.8	1.1			
COLA	2.2	1.3	1.4	2.4	2.2	2.4	2.0	3.2	3.0	2.1	2.5	3.3	3.2	3.4	3.4	3.4				
First Year Increase	0.5	-0.1	0.4	0.5	0.2	0.5	0.5	1.1	0.8	0.6	0.5	1.8	1.4	2.3	1.5					
Non-COLA	0.3	-0.2	0.4	0.4	0.2	0.3	0.4	0.8	0.5	0.5	0.4	0.8	0.8	0.6	0.7					
COLA	1.9	0.6	1.0	2.5	2.8	2.4	1.4	3.0	2.7	1.6	2.3	3.0	2.9	3.0	3.0	3.0				
<b>Industries</b>																				
Primary Industries	1.0	1.1	2.5	2.1	3.5	0.0	1.9	1.4	1.6	2.1	1.3	1.4	1.4	-	-	-				
Manufacturing	2.0	2.0	2.4	2.4	1.9	2.6	2.6	3.1	3.1	2.2	3.2	3.3	3.2	3.3	3.4	3.4				
Construction	0.4	0.2	1.0	0.8	1.2	0.3	0.0	1.1	0.2	0.0	0.4	-	-	-	-	-				
Transp. & Communication	0.8	1.0	1.1	1.3	0.7	0.6	0.8	0.7	0.7	1.0	0.5	0.7	0.6	1.0	1.0	0.7				
Trade-Finance	0.2	0.1	0.9	1.3	0.0	0.1	0.3	0.1	0.8	2.3	0.1	1.6	-	0.0	0.2	0.2				
Services	0.7	-0.1	0.6	0.5	0.7	0.4	0.6	1.0	0.6	0.7	0.6	0.4	0.4	0.2	0.5	0.5				
Public Administration	0.2	0.1	0.6	0.1	0.6	0.0	0.4	0.3	0.2	0.0	0.6	0.5	0.7	-	-	-				
<b>Jurisdictions</b>																				
Newfoundland	0.1	0.0	0.7	0.0	-	1.0	2.6	3.3	2.0	2.6	3.3	-	-	-	-	-				
Prince Edward Island	0.0	-4.1	1.7	-	-	1.4	1.3	3.5	2.6	-	3.5	2.3	2.3	-	-	-				
Nova Scotia	5.1	-0.5	1.2	-	-	1.1	1.2	2.6	1.5	1.3	2.6	0.0	-	0.0	-	-				
New Brunswick	2.8	1.0	1.0	1.2	-	-	1.2	3.7	1.4	1.3	1.9	-	-	-	-	-				
Quebec	0.1	1.4	0.8	0.8	0.7	1.2	1.9	1.8	1.5	1.2	1.8	2.4	2.1	2.1	0.8					
Ontario	1.3	0.3	1.0	0.8	0.6	0.2	0.9	1.2	1.1	0.5	0.6	2.3	1.4	2.9	2.5					
Manitoba	0.9	1.6	0.4	0.4	0.8	0.1	0.1	0.9	0.2	0.2	1.0	-	-	-	-	-				
Saskatchewan	1.2	1.0	1.9	1.0	1.6	0.9	1.0	1.1	1.2	1.0	0.0	-	-	-	-	-				
Alberta	0.3	-1.6	-0.4	0.1	0.3	0.9	0.5	0.8	0.7	1.0	0.5	0.0	-	-	-	-				
British Columbia	2.3	1.6	1.3	0.9	1.2	1.0	0.5	0.8	0.6	0.6	0.6	1.2	-	-	1.2					
Multi-Province	3.3	2.7	1.1	1.1	2.4	-	2.3	-	2.5	-	2.3	2.6	-	-	2.6	-				
Federal Jurisdiction	0.2	0.4	1.0	1.1	1.0	0.7	0.3	0.0	0.4	0.0	0.2	1.1	0.7	-	-	-	2.7			
Public Sector	0.5	0.0	0.6	0.4	0.6	0.2	0.6	0.4	0.5	0.5	0.4	0.5	0.5	0.5	0.5	0.5				
Private Sector	0.9	1.1	1.4	1.2	1.6	1.3	1.5	2.0	2.0	1.6	1.6	3.1	3.1	3.2	3.0					
Consumer Price Index	1.5	0.2	2.1	2.3	2.1	1.4	1.4	1.4	1.5	1.4	1.3	1.8	1.5	1.8	2.0					

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•City of Montreal	CUPE	4 620	December 96
•Ontario Hydro	CUPE	14 200	December 96
•Manitoba Health Organization	Nurses' Union/CUPE	16 000	December 96
•Canadian Airlines International	CUPE / IAM / CAW / CALPA	11 511	December 96
•Air Canada	CAW	3 700	December 96

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Radio-Canada	various unions	3 000	Barg./Conc.	April & Sept. 95
•Canada Post	Assn. of Postal Workers/PSAC	8 800	Bargaining	June/Sept 96
•Canada Post	Cdn. Postmasters & Asst. Assn.	7 700	Bargaining	December 96
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining*	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining*	March 96
•New Brunswick Govt.	N.B. Public Employees	3 255	Bargaining	December 96
•Hydro Quebec	Prof. Engineers	1 500	Mediation	December 95
•Montreal Urban Transit Comm.	various unions	6 755	Bargaining	January 97
•Ontario Hospitals	CUPE / SEIU	33 800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Mediation	March 96
•Ontario Hydro	Professional Employees	5 700	Bargaining*	December 96
•Toronto area public schools	various unions	18 850	Bargaining	August 96
•Manitoba Health Organization	HealthCare Prof.	1 000	Bargaining	March 96
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	Bargaining	December 96
•Saskatchewan Assn. of Health Org.	SEIU / SUN	12 600	Tent./Barg.	Dec. 94/Mar. 96
•Prov. Health Auth. of Alberta	UNA / Hlth Sciences	19 500	Med./Arb.	March 95-96
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Mediation	October 96
Greater Vancouver Reg. District	CUPE	8 991	Bargaining	December 96
<b>Private Sector</b>				
•Air Canada	CUPE	3 300	Conciliation	Sept/Oct. 96
•Canadian Pacific Ltd.	Transp., Comm., Int'l Union / IBEW	2 656	Bargaining	December 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Bldg. Contractors Assn. of Que.	various unions	53 876	Bargaining**	December 94
•La Brasserie Labatt (Que.)	Teamsters	1 030	Bargaining	December 96
•Bombardier Inc. (Canadair)	Machinists	4 200	Bargaining	December 96
•Sidbec Dosco (Que.)	Steelworkers	1 800	Bargaining	January 97
•Brewers Retail (Ont.)	UFCW	5 000	Bargaining	December 96

Continued on next page

\* Notice-to-Bargaining

\*\* An accord has been reached on certain issues for all groups except residential

**CURRENT KEY NEGOTIATIONS** (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Hudson Bay Mining & Smelting	Steelworkers & Assn. Flin Flon Trade Unions	1 200	Bargaining	November 96
•Garment Manuf. Assn. of Western Canada (Man.)	Union of Needle Trades, Industrial and Textile Employees	1 400	Bargaining	December 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Barg./Conc.	January 96
•Canada Safeway (Alberta)	UFCW	10 455	Bargaining	March 96
•B.C. Tel	Telecommunication Workers Union	10 100	Tent. Agt.	December 95

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Greyhound Lines of Canada	Transit Union	1 300	December 96
•Bauer Inc. (Que.)	CEP	900	January 97
•Lakehead Terminal Elevators Assn.	TCI	814	January 97
•City of Edmonton	various unions	3 569	January 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the

unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

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# THE WAGE SETTLEMENTS BULLETIN

February 1997  
Volume 8, Issue 2

Perspective on base rate percentage adjustments from major settlements

## ANNUAL REVIEW - 1996

Base rate wage adjustments from major collective bargaining settlements reached in 1996 averaged an increase of **0.9 per cent** annually over the contract term, the same as in the year 1995. Although above the record-low of 0.3 per cent in 1994, the 0.9 average remains well below the most recent wage-settlements peak of 5.6 per cent in 1990.

The volume of collective bargaining in 1996 was the lowest in any year since the series commenced in 1978; there were only 353 settlements with a coverage of 774,550 employees in 1996. When the parties to these agreements previously negotiated - with contract durations averaging 27.5 months - the resulting wage adjustments averaged 0.9 per cent, the same as in their 1996 settlements.

The tendency toward longer-duration contracts over the past five years has persisted into 1996; the average duration for contracts signed in 1996 was a record-high 33.0 months, only slightly above the average of 32.9 months in 1995, but

well above the average of 18.2 months in 1991.

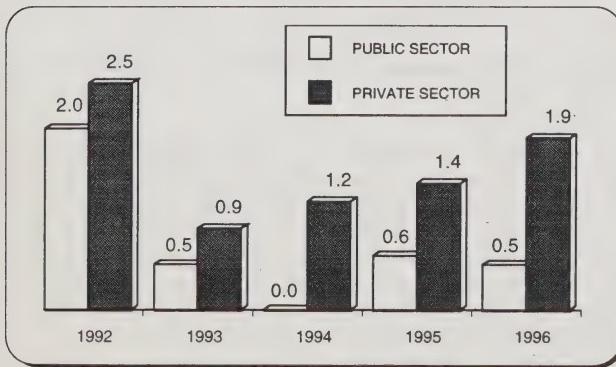
The average level of wage-settlement adjustments rose in successive quarters of 1996 as follows; first quarter, 0.5 per cent; second, 0.7 per cent; third, 1.2 per cent, and fourth quarter, 1.5 per cent.

As in every year since 1990, private sector employees continued to fare better in 1996 than those in the public sector. For 256,150 employees in 152 private

sector settlements reached in 1996, wage adjustments averaged an increase of **1.9 per cent**, up from 1.4 per cent in 1995, 1.2 per cent in 1994, and a low of 0.9 per cent in 1993.

In the **public sector**, wage adjustments averaged an increase of 0.5 per cent for 518,400 employees in 201 settlements in 1996; this is marginally below the 0.6 per cent average for 1995 but above the record-low average adjustment of 0.0 per cent in 1994.

Base rate adjustments by public/private sector, in 1992-1996



Le Bulletin existe également en français.

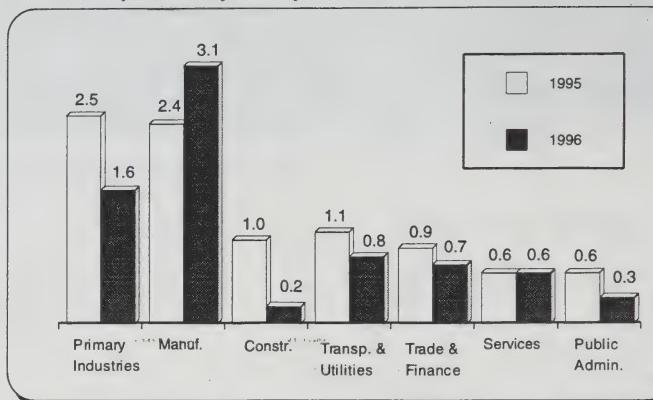
## In this issue:

**Annual Review****Major Work Stoppages - 1996****Key Bargaining Situations in 1997**

## INDUSTRY

The slight uptrend in private-sector settlement increases since the end of 1992 has been led by the manufacturing sector. Settlements in the latter sector in 1996 provided wage increases averaging 3.1 per cent for 105,500 employees, up from 2.4 per cent in 1995, and 2.0 per cent in both 1994 and 1993. Average wage adjustments in 1996 were lower than or equal to those in 1995 in all other major industry groups. Wage adjustments in 1996 averaged 0.6 per cent for 317,250 employees in the Community, Business and Personal Services sector, (the same average adjustment as in 1995). In Public Administration, wage adjustments declined from 0.6 per cent in 1995 to 0.3 per cent in 1996, for 154,700 employees. In Transportation, Communication and other Utilities, the decline was from 1.1 per cent in 1995, to 0.8 per cent for 134,670 employees in 1996; in the Trade

*Base rate adjustments by industry - 1995-1996*



and Finance sectors, from 0.9 per cent in 1995 to 0.7 per cent in 1996 for 41,200 employees, and in Construction, from 1.0 per cent in 1995 to 0.2 per cent for 11,300 employees in 1996. In Primary Industries, wage increases averaged 1.6 per cent in 1996 for 9,930 employees, compared to 2.5 per cent in 1995.

*Base rate adjustments by industry - 1994 - 1996*

Industry	1994		1995		1996	
	% increase	# of empls.	% increase	# of empls.	% increase	# of empls.
Primary industries	1.1	14,586	2.5	6,338	1.6	9,928
Manufacturing	2.0	77,743	2.4	118,509	3.1	105,499
Construction	0.2	20,550	1.0	143,557	0.2	11,300
Transp., comm. & util.	1.0	111,219	1.1	136,036	0.8	134,673
Trade & Finance	0.1	54,423	0.9	53,608	0.7	41,200
Services	-0.1	336,889	0.6	592,856	0.6	317,252
Public Administration	0.1	316,424	0.6	366,596	0.3	154,694
All industries	0.3	932,834	0.9	1,417,500	0.9	774,546

## REGIONS/JURISDICTIONS

On a regional/jurisdictional basis, wage adjustments were lowest in 1996 in the Federal jurisdiction, where the average was an increase of 0.4 per cent for 80,160 employees under the Canada Labour Code; this was lower than the 1995 average wage adjustment of 1.0 per cent. In British Columbia, wage adjustments averaged 0.6 per cent in 1996 for 180,690

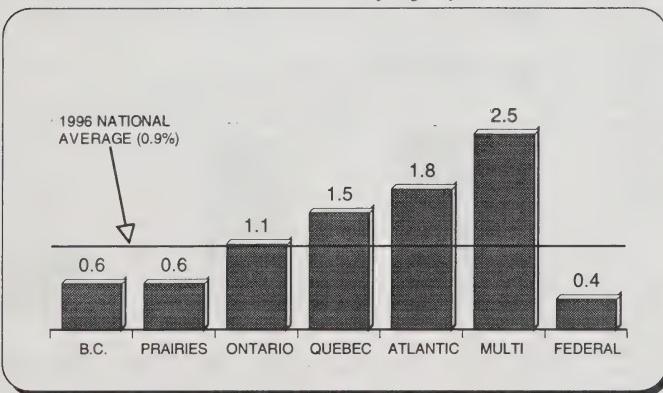
employees, down from the average of 1.3 per cent in 1995. In all other major regions, wage adjustments in 1996 showed an increase over 1995. In the Prairie provinces, wage adjustments in 1996 averaged 0.6 per cent for 108,810 employees, up from 0.3 per cent in 1995. In Ontario, the increase was modest - from 1.0 per cent in 1995 to 1.1 per cent

in 1996 for 289,595 employees. In Quebec, there was an increase to 1.5 per cent for 77,385 employees in 1996, from 0.8 per cent in 1995, while in Atlantic Canada, wage adjustments for 36,340 employees averaged 1.8 per cent in 1996, compared to 1.0 per cent in 1995.

## Base rate adjustments by jurisdiction - 1994-1995

Jurisdiction	1994		1995		1996	
	% adj.	# of empls.	% adj.	# of empls.	% adj.	# of empls.
Newfoundland	0.0	27,690	1.0	7,100	2.0	7,950
P.E.I.	-4.1	7,595	1.7	520	2.6	6,895
Nova Scotia	-0.5	24,875	1.2	4,527	1.5	6,452
New Brunswick	1.0	28,692	1.0	9,080	1.5	15,039
Quebec	1.4	68,613	0.8	328,500	1.5	77,385
Ontario	0.3	257,280	1.0	211,852	1.1	289,595
Manitoba	1.6	11,393	0.4	49,500	0.2	52,229
Saskatchewan	1.0	19,697	1.9	15,120	1.1	34,942
Alberta	-1.6	107,527	-0.4	37,774	0.8	21,640
British Columbia	1.6	94,860	1.3	89,143	0.6	180,690
Multi-province	2.7	4,250	1.1	13,110	2.5	1,570
Federal	0.4	280,362	1.0	136,880	0.4	80,160
Canada	0.3	932,834	0.9	903,106	0.9	774,546

## Base rate increases in 1996 settlements, by region/jurisdiction



## DISTRIBUTION BY SIZE OF WAGE ADJUSTMENT

Although the average wage adjustment was the same - 0.9 per cent - in both 1995 and 1996, there were notable differences in the distributions by size of wage adjustment. In 1996, the proportion of employees subject to wage freezes or rollback at 35.5 per cent was higher than in 1995 (24.9 per cent). The 44.6 per cent concentration of employees in 1996 settlements in the over 0.0 per cent to under 2.0 per cent range, was much lower than the corresponding (65.8 per cent) concentration in 1995. Just under 20 per cent (19.9%) of employees in settlements in 1996 received increases of 2.0 per cent or more, compared to 9.2 per cent of employees in 1995.

## Distribution of employees by size of wage adjustment

1996					
Increase Range	# of agts.	% of agts.	# of empls.	% of empls.	
less than 0%	5	1.4	9,800	1.3	
0%	142	40.2	264,879	34.2	
>0%-0.9%	52	14.7	225,747	29.1	
1.0%-1.9%	62	17.6	119,772	15.5	
2.0%-2.9%	42	11.9	65,844	8.5	
3.0%-3.9%	47	13.3	84,379	10.9	
4.0%-4.9%	3	0.8	4,125	0.5	
All levels	353	100.0	774,546	100.0	

Differences in the distributions are more significant between the public and private sectors in settlements in 1996. In the public sector, 40.8 per cent of employees were subject to wage freezes or rollbacks, compared to 24.8 per cent in the private sector. Cumulatively, wage adjustments for 80.7 per cent of public sector employees were under 1.0 per cent, in contrast to 32.2 per cent in the private sector. More contrastingly, only three per cent of public sector employees received increases above 2.0 per cent, compared to 54.2 per cent of private sector employees.

## December 1996

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of December averaged **0.7 per cent**, down from 2.6 per cent in October and 1.9 per cent in November.

•December's results are based on a coverage of 23 agreements for 76,113 employees. When the parties to these contracts previously negotiated - with an average contract duration of 28 months - the resulting wage adjustments averaged 0.3 per cent, slightly lower than in their current settlements.

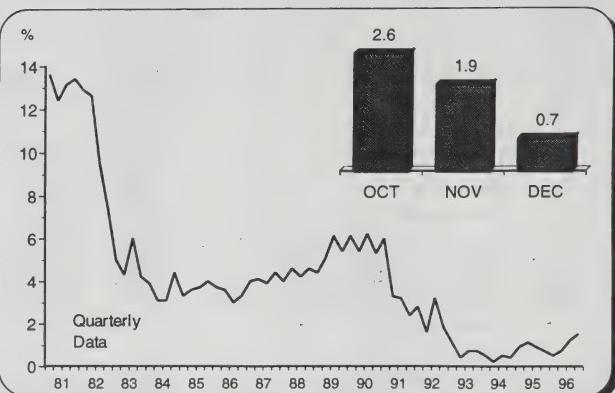
•Public sector wage adjustments in December averaged **0.4 per cent**, slightly below the October and November averages of 0.5 per cent. The December public sector results are based on 13 agreements covering 32,876 employees. Wages were frozen or reduced in 10 settlements covering 25,571 employees (77.7% of all public sector employees). An increase of 2.2 per cent, was negotiated between the City of Montreal and its 4,620 blue collar employees while 8,000 nurses and 8,000 non-medical employees with Manitoba Health Organizations Inc. were subject to a wage freeze.

•Private sector wage adjustments in December averaged **1.0 per cent**, below the 3.0 and 3.2 per cent figures recorded in November and October, respectively. The December private sector results are based on 10 agreements covering 43,237 employees. These settlements ranged from a wage freeze for employees at Bell Canada (2,300), Canadian Airlines International (12,967) (see footnote on page 5) and Loblaw Supermarkets (9,400), to 3.7 per cent for 670 employees with Avenir Maritimes Inc.

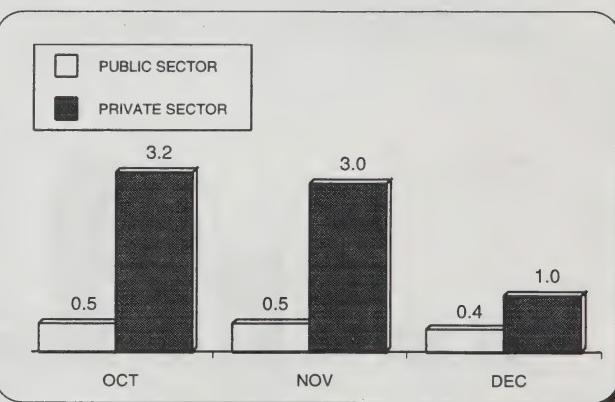
•On a regional/jurisdictional basis, the largest concentration of employees in December was in Ontario (9 agreements, 32,171 employees), with wage adjustments averaging 0.9 per cent, and in the Federal jurisdiction (9 agreements, 21,667 employees) averaging 0.5 per cent. In Atlantic Canada, (1 agreement 670 employees), wage increases averaged 3.7 per cent, and in Quebec (1 agreement, 4,620 employees), wage gains averaged 2.2 per cent. In the Prairie provinces (3 agreements, 16,985 employees), wage adjustments averaged 0.1 per cent. There were no settlements in British Columbia.

•On an industry basis, wage adjustments ranged from a wage cut of 0.1 per cent in the Services sector (9 agreements covering 24,369 employees), to a high of 3.7 per cent in Manufacturing (1 agreement, 670 employees). The largest concentration of employees was in Transportation, Communication and Utilities (10 agreements covering 35,852 employees), with wage adjustments averaging 1.2 per cent. In the Trade sector, wage increases averaged 0.3 per cent (1 agreement, 9,400 employees). There were no settlements in Primary Industries and Construction.

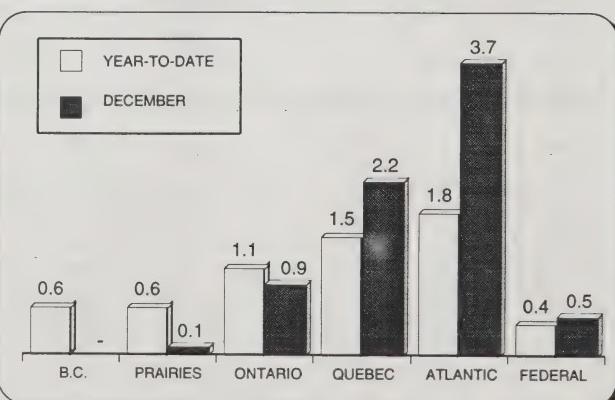
*Perspective on base rate percentage adjustments from major settlements*



*Base rate percentage adjustments from major settlements, by public / private sectors*



*Base rate percentage adjustments from major settlements, by region/ jurisdiction*



**MAJOR SETTLEMENTS REACHED IN DECEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (1 agreement)</b>	<b>670</b>	<b>3.7</b>	<b>3.8</b>	<b>24</b>	
Avenir Maritimes Inc., mill empls (N.B.)	670	3.7	3.8	24	1998-04-30
<b>Transportation, Communication &amp; Utilities (10 agreements) 35,852</b>	<b>35,852</b>	<b>1.2</b>	<b>0.9</b>	<b>32.2</b>	
Air Canada, customer service, (Syst.-Wide)	3,700	3.2	4.1	30	1999-03-31
Canadian Airlines International Ltd., maintenance (Syst.-Wide)	4,396	0.0**	0.0	48	2000-12-31
Canadian Airlines Int'l. Ltd., flight attendants (Syst.-Wide)	2,504	0.0**	0.0	12	1996-12-31
Canadian Airlines Int'l. Ltd., flight attendants (Syst.-Wide)	2,504	0.0**	0.0	48	2000-12-31
Canadian Airlines International Ltd., office (Syst.-Wide)	544	0.0**	0.0	48	2000-12-31
Canadian Airlines Int'l. Ltd., customer services (Syst.-Wide)	3,019	0.0**	0.0	48	2000-12-31
Bell Canada, communications, sales (Que., Ont.)	2,300	0.0	0.0	36	1999-12-31
Alberta Power Limited (Alta.)	985	2.5	2.5	24	1998-12-31
Ont Hydro, tech/clerical/trades, (Ont.)	14,200	1.8*	1.0	24	1998-03-31
Ottawa-Carleton Regional Transit Comm., drivers (Ont.)	1,700	1.0	0.0	38	1999-05-31
<b>Trade and Finance (1 agreement)</b>	<b>9,400</b>	<b>0.3</b>	<b>0.0</b>	<b>48</b>	
Loblaw's Supermarkets Ltd., retail (Ont.)	9,400	0.3*	0.0	48	2000-06-28
<b>Community, Business &amp; Personal Services (9 agreements) 24,369</b>	<b>24,369</b>	<b>-0.1</b>	<b>-0.3</b>	<b>32.7</b>	
Dufferin-Peel RCSS Board, teachers-sec. (Ont.)	1,300	0.0	0.0	24	1997-08-31
Dufferin-Peel RCSS Board, teachers-primary(Ont.)	2,800	0.0	0.0	24	1997-08-31
York Reg. Bd. of Educ., office (Ont.)	783	0.0	0.0	24	1998-12-31
York Reg. Bd. Educ., bldg. maintenance (Ont.)	686	0.0	0.0	24	1998-12-31
London-Middlesex RCSS Board, teachers-primary/sec. (Ont.)	1,200	0.0	0.0	36	1998-08-31
Ottawa RCSS Board, teachers-primary/sec.,Ottawa (Ont.)	600	0.0	0.0	12	1997-08-31
Manitoba Health Organizations Inc., nurses (Man.)	8,000	0.0	0.0	36	1999-03-31
Manitoba Health Organizations Inc., services (Man.)	8,000	0.0	0.0	36	1999-03-31
Gov't of the N.W.T., teachers-primary/sec. (N.W.T.)	1,000	-2.1	-6.3	36	1999-08-31
<b>Public Administration (2 agreements)</b>	<b>5,822</b>	<b>1.8</b>	<b>1.4</b>	<b>31</b>	
Ville de Montreal, outside workers, (Que.)	4,620	2.2*	1.7	36	1997-12-31
City of Toronto, firefighters,Toronto (Ont.)	1,202	0.0	0.0	12	1995-12-31
<b>Agreement with COLA (3 agreements)</b>	<b>28,220</b>	<b>1.4</b>	<b>0.8</b>	<b>34.0</b>	
<b>Agreements without COLA (20 agreements)</b>	<b>47,893</b>	<b>0.3</b>	<b>0.3</b>	<b>34.3</b>	
<b>All agreements (23 agreements)</b>	<b>76,113</b>	<b>0.7</b>	<b>0.5</b>	<b>34.1</b>	

\*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

\*\*Canadian Airlines International Ltd. and its employees ratified six Letters of Understanding in December that amend terms of existing collective agreements and extend the agreements to December 31, 2000. A Wage Reduction Program contained in the Letters of Understanding reduce annual earnings in excess of \$25,000 by 10% for the entire 48-month term of the agreement extensions. The wage reduction calculation is to be made on a bi-weekly or monthly basis, depending on pay group, and is derived from an employee's base salary and overtime earnings during each period. Actual wage rates remain unaffected for the 4-year period. The program is to terminate at the conclusion of the 48-month contribution period. Several days earlier, the airline's 2,504 flight attendants, represented by the Airline Division of CUPE, ratified a contract extension providing for a wage freeze and changes to operating procedures that will reduce overall costs. All other airline bargaining units had already ratified similar contract extensions.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustments in base rates)

	1994 1995 1996 1995				1996				1996		
	4	1	2	3	4	Oct	Nov	Dec			
<b>All Industries/Jurisdictions</b>											
Average Annual Adjustment	0.3	0.9	0.9	0.7	0.5	0.7	1.2	1.5	2.6	1.9	0.7
Non-COLA	0.2	0.8	0.6	0.7	0.4	0.7	0.9	0.6	0.8	1.0	0.3
COLA	1.3	1.4	2.6	2.2	2.4	2.0	3.2	2.6	3.4	3.4	1.4
First Year Increase	-0.1	0.4	0.7	0.2	0.5	0.5	1.1	1.2	2.3	1.5	0.5
Non-COLA	-0.2	0.4	0.5	0.2	0.3	0.4	0.8	0.5	0.6	0.7	0.3
COLA	0.6	1.0	2.2	2.8	2.4	1.4	3.0	2.1	3.0	3.0	0.8
<b>Industries</b>											
Primary Industries	1.1	2.5	1.6	3.5	0.0	1.9	1.4	-	-	-	-
Manufacturing	2.0	2.4	3.1	1.9	2.6	2.6	3.1	3.4	3.3	3.4	3.7
Construction	0.2	1.0	0.2	1.2	0.3	0.0	1.1	0.6	-	0.6	-
Transp. & Communication	1.0	1.1	0.8	0.7	0.6	0.8	0.7	1.0	1.0	0.7	1.2
Trade-Finance	0.1	0.9	0.7	0.0	2.1	0.3	0.1	0.9	0.0	2.2	0.3
Services	-0.1	0.6	0.6	0.7	0.4	0.6	1.0	0.0	0.2	0.5	-0.1
Public Administration	0.1	0.6	0.3	0.6	0.0	0.4	0.3	1.3	0.7	-	1.8
<b>Jurisdictions</b>											
Newfoundland	0.0	0.7	2.0	-	1.0	2.6	3.3	-	-	-	-
Prince Edward Island	-4.1	1.7	2.6	-	1.4	1.3	3.5	-	-	-	-
Nova Scotia	-0.5	1.2	1.5	-	1.1	1.3	2.6	0.0	0.0	-	-
New Brunswick	1.0	1.0	1.5	-	-	1.2	3.7	2.2	-	0.6	3.7
Quebec	1.4	0.8	1.5	0.7	1.2	1.9	1.8	1.4	2.1	0.8	2.2
Ontario	0.3	1.0	1.1	0.6	0.2	0.9	1.2	2.1	2.9	2.5	0.9
Manitoba	1.6	0.4	0.2	0.8	0.1	0.1	0.9	0.0	-	-	0.0
Saskatchewan	1.0	1.9	1.1	1.0	1.6	0.9	1.0	0.0	0.0	-	-
Alberta	-1.6	-0.4	0.8	0.3	0.9	0.5	0.8	2.5	-	-	2.5
British Columbia	1.6	1.3	0.6	1.2	1.0	0.5	0.8	1.2	1.2	-	-
Multi-Province	2.7	1.1	2.5	2.4	-	2.3	-	2.6	2.6	-	-
Federal Jurisdiction	0.4	1.0	0.4	1.0	0.7	0.4	0.0	0.6	-	2.7	0.5
Public Sector	0.0	0.6	0.5	0.6	0.2	0.6	0.4	0.4	0.5	0.5	0.4
Private Sector	1.2	1.4	1.9	1.6	1.3	1.5	2.0	2.2	3.2	3.0	1.0
Consumer Price Index	0.2	2.1	1.6	2.4	1.4	1.4	1.4	2.0	1.8	2.0	2.2

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•B.C. Tel	Telecomm. Workers Union	10 600	January 97
•Manitoba Health Organization	Healthcare Professionals	1 050	January 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Radio-Canada	various unions	3 000	Barg./Conc.	April & Sept. 95
•Canada Post	Assn. of Postal Workers/PSAC	8 800	Bargaining	June/Sept 96
•Canada Post	Cdn. Postmasters & Asst. Assn.	7 700	Bargaining	December 96
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining*	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining*	March 96
•New Brunswick Govt.	N.B. Public Employees	3 255	Bargaining	December 96
•Hydro Quebec	Prof. Engineers	1500	Mediation	December 95
•Montreal Urban Transit Comm.	CUPE & CNTU	6 530	Bargaining	January 97
•Ontario Hospitals	CUPE / SEIU	33 800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Mediation	March 96
•Ontario Hydro	Professional Employees	5 700	Bargaining*	December 96
•Toronto area public schools	various unions	18 850	Bargaining	August 96
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	Bargaining	December 96
•Saskatchewan Assn. of Health Org.	SEIU / SUN	12 600	Tent./Barg.	Dec. 94/Mar. 96
•City of Edmonton	various unions	3 569	Bargaining	January 97
•Prov. Health Auth. of Alberta	UNA / Hlth Sciences	19 500	Med./Arb.	March 95-96
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Mediation	October 96
•Greater Vancouver Reg. District	CUPE	8 991	Bargaining	December 96
<b>Private Sector</b>				
•Air Canada	CUPE	3 300	Conciliation	Sept/Oct. 96
•Canadian Pacific Ltd.	Transp., Comm., Int'l Union / IBEW	2 656	Bargaining	December 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Lakehead Terminal Elevators Assn.	TCI	814	Bargaining	January 97
•Bldg. Contractors Assn. of Que.	various unions	53 876	Bargaining**	December 94
•La Brasserie Labatt (Que.)	Teamsters	1 030	Bargaining	December 96
•Bombardier Inc. (Canadair) (Que.)	Machinists	4 200	Bargaining	December 96
•Sidbec Dosco (Que.)	Steelworkers	1 800	Bargaining	January 97
•Brewers Retail (Ont.)	UFCW	5 000	Bargaining	December 96

Continued on next page

\* Notice-to-Bargain has been given.

\*\* An agreement has been reached on certain issues for all groups except residential.

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
•Hudson Bay Mining & Smelting (Man.)	Steelworkers & Assn. Flin Flon Trade Unions	1 200	Bargaining	November 96
•Garment Manuf. Assn. of Western Canada (Man.)	Union of Needle Trades, Industrial and Textile Employees	1 400	Bargaining	December 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Barg./Conc.	January 96
•Greyhound Lines of Canada	Transit Union	1 300	Conciliation	December 96
•Canada Safeway (Alberta)	UFCW	10 455	Bargaining	March 96

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Govt. of Canada	PSAC	140 324	February 97
•United Parcel Service	Teamsters	2 200	February 97
•Pipeline Contractors Assn.	various unions	3 400	April 97
•Brunswick Mining & Smelting (N.B.)	Steelworkers	840	February 97
•Northern Telecom, Montreal	various unions	2 780	February 97
•Govt of Manitoba	Man. Govt. Empls. Union	13 142	March 97
•Alta. Constr. Labour Rel. Assn. and others	various unions	9 225	April 97
•Alberta Hospitals	various unions	9 935	March 97
•B.C. pulp & Paper Cos.	various unions	8 765	April 97
•B.C. Hydro & Power	Office & Prof. Empls. Intl. Union	2 700	March 97
•Westfair Foods, B.C.	UFCW	2 300	February 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the

unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

## MAJOR WORK STOPPAGES\* - 1996

Time not worked as a result of major work stoppages in 1996 amounted to 2,576,930 person-days, or 0.08 per cent of estimated total working time (the equivalent of 8 days not worked per 10,000 days worked); there were 249,800 workers involved in these disputes. This is well above the 993,430 person-days not worked, the 0.03 per cent of estimated working time and the 125,530 employees involved in stoppages in 1995. As well, these 1996 numbers are generally above corresponding figures in the years since 1990.

However, in a longer historical context, the 1996 figures are less significant; in only two years in the 1965-1990 period was the percentage of working time below the 0.08 per cent for 1996. The level of strike activity has also been exceptionally restrained in the past five years, including record-low levels in 1993.

Ontario, which had 14 work stoppages in 1996, accounted for 1,749,920 person-days not worked - 68 per cent of the national total. A strike by 48,570 Ontario provincial public servants accounted for 1,093,370 person-days not worked - 43 per cent of the year's total. The major issue in the negotiation of the renewal contract was job security.

In British Columbia, a lockout of a total of 17,406 employees of Canada Safeway, Overwaitea Food and Save-On Foods, accounted for 362,670 person-days not worked in 1996. The major issue in the lockout (which began on the 1st of June and

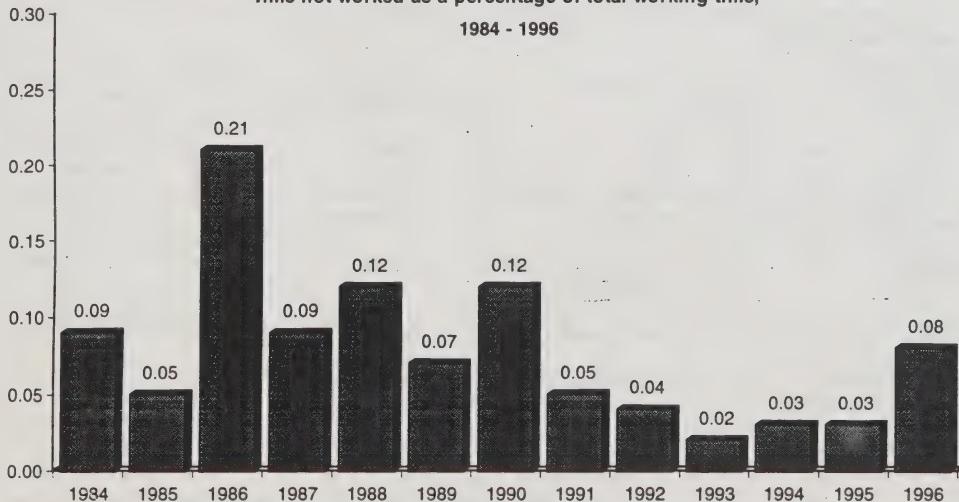
ended on the 10th of July, was a demand for wage concessions by the employers. The resulting 2-year agreement provided for a wage freeze. A strike by the CAW in the negotiation of renewal contracts (including one in Quebec), with General Motors of Canada, resulted in 345,080 person-days not worked; a total of 25,500 employees were involved. The major issue involved was outsourcing/job security.

"Protest-days" staged by various unions demonstrating solidarity against the labour policies of the Ontario Government involved 75,000 workers and person-days not worked.

A work stoppage which continued into 1996 from August 1995, occurred at Kenworth of Canada in Quebec. The stoppage involving 850 employees (August 8, 1995 to June 18, 1996), accounted for 97,750 person-days in 1996.

The tables following list the 10 largest major work stoppages in 1996, summaries of work stoppage information by jurisdiction and by industry, as well as a historical (1980-96) summary of work stoppage information.

**MAJOR WORK STOPPAGES**  
Time not worked as a percentage of total working time,  
1984 - 1996



\* Data are based on work stoppages involving 500 or more employees.

Source: Workplace Information Directorate, H.R.D.C.

**Table A - MAJOR WORK STOPPAGES - 1980-1996**  
**Person-days not worked and estimated working time**

Year	Stoppages	Workers	Person-Days	% of Total Working Time
1980	135	350,350	6,899,800	0.28
1981	100	240,972	6,169,670	0.24
1982	70	410,559	3,859,810	0.16
1983	61	279,818	2,881,950	0.12
1984	67	130,852	2,331,350	0.09
1985	56	98,281	1,348,850	0.05
1986	89	430,086	5,673,310	0.21
1987	64	531,470	2,408,490	0.09
1988	54	158,888	3,393,880	0.12
1989	67	394,351	2,177,040	0.07
1990	66	226,263	3,520,150	0.12
1991	36	218,377	1,452,400	0.05
1992	44	119,791	1,145,810	0.04
1993	25	73,757	498,680	0.02
1994	29	55,283	736,470	0.03
1995	39	125,531	993,430	0.03
1996	34	244,047	2,491,790	0.08

Source: Workplace Information Directorate

**Table B - LARGEST MAJOR WORK STOPPAGES - 1996**

Employer	Union	Main Issue(s)	Workers involved	Person-Days Not Worked
Government of Ontario	O.P.S.E.U.	Job Security	48,750	1,093,370
General Motors	C.A.W.	Job Security	25,505	345,080
Canada Safeway (Overwaitea Food & Save-On Foods	U.F.C.W.	Wages	11,655	283,570
Various Employers	Various unions	Ontario Gov't Labour Policies	105,000	105,000
Kenworth of Canada	C.A.W.	Pensions	850	97,750
Masonry Contractors Association of Toronto	Bricklayers/Masons Ind. Union	Wages and Benefits	1,200	67,200
SaskTel	Communication, Energy Paperworkers' Union	Wages	3,600	57,600
Iron Ore Co. of Canada	United Steelworkers	Wages	1,500	42,860
Ottawa-Carleton Transit Commission	Amalgamated Transit	Job Security	1,700	40,800
Manitoba Lotteries	Manitoba Gov't Employees Union	Wages	600	40,000

Source: Workplace Information Directorate

**Table C - MAJOR WORK STOPPAGES BY INDUSTRY - 1996**

<b>Industry</b>	<b>Stoppages</b>	<b>Workers</b>	<b>Persons-Days Not Worked</b>
Mining	2	2,775	54,330
Manufacturing	5	27,989	498,520
Construction	2	3,200	87,200
Transportation, Communications & Utilities	6	8,013	133,520
Trade	3	12,305	289,420
Community, Business & Pers. Services	10	10,514	183,000
Public Administration	2	49,251	1,115,800
Multi-Sector	4	130,000	130,000
<b>TOTAL</b>	<b>34</b>	<b>244,047</b>	<b>2,491,790</b>

Source: Workplace Information Directorate

**Table D - MAJOR WORK STOPPAGES BY JURISDICTION - 1996**

<b>Jurisdiction</b>	<b>Stoppages</b>	<b>Workers</b>	<b>Person-Days Not Worked</b>
Newfoundland	1	1,500	42,860
Quebec	5	7,160	213,640
Ontario	14	206,883	1,682,980
Manitoba	6	7,267	132,260
Saskatchewan	1	3,600	57,600
Alberta	1	650	5,850
British Columbia	3	13,355	285,270
Federal (Canada Labour Code)	3	3,632	71,330
<b>TOTAL</b>	<b>34</b>	<b>244,047</b>	<b>2,491,790</b>

Source: Workplace Information Directorate

## KEY COLLECTIVE BARGAINING NEGOTIATIONS - 1997

<b>Employer and province</b>	<b>No. of empis.</b>	<b>Expiry Month</b>	<b>Employer and province</b>	<b>No. of empis.</b>	<b>Expiry Month</b>
<b>NEWFOUNDLAND</b>					
Fishery Products Intl.	1,750	*	LOF Glass of Canada Ltd.	576	Jan.
Nfld. & Labrador School Brds.	9,000	*	Dow Chemical Canada Inc.	500	Jan.
Gov't of Nfld. (Health, Education & Public Admin.)	22,590	*	Polysar Rubber Corporation	962	Jan.
			Retail Food Stores Sector	21,233	Jan./Oct.
<b>ONTARIO</b>					
Trenton Works	715	March	Atlas Specialty Steels	712	Feb.
Halifax Shipyard	852	June	Co-Steel Lasco	510	Feb.
National Sea Products	650	Dec.	Burns Intl. Security	512	Feb.
Health Sector	2,300	Nov.	Slater Industries Inc.	500	March
Education Sector	12,080	Oct.-Nov.	Budd Canada Inc.	1,200	April
Provincial Administration	8,630	Nov.	Dupont Canada Inc.	536	April
Sydney Steel Corp.	550	*	Consumer Gas Co. Ltd.	1,698	April
			Education Sector	21,622	April-Dec.
<b>NOVA SCOTIA</b>					
Brunswick Mining & Smelting	840	Feb.	Inco Ltd.	5,155	May
Health Sector	5,900	Jun./Nov.	De Havilland Inc.	2,071	June
Education Sector	10,645	Aug./Oct.	Barnes Security Services Ltd.	1,500	June
Avenir Maritimes	670	*	Falconbridge Ltd.	1,301	July
Saint John Shipbuilding	1,400	*	Consumers' Glass Co. Ltd.	550	Sept.
Construction Sector	3,100	*	Fabricated Steel Products Inc.	500	Dec.
N.B. Nursing Homes Inc.	2,200	*	Toronto Star Newspapers	1,600	Dec.
N.B. Power Corp.	1,600	*	Union Gas	1,165	Dec.
Provincial Administration	7,065	*	Toronto City & Metro	15,250	Dec.
			Brewers Retail	5,000	*
<b>NEW BRUNSWICK</b>					
Ontario Hydro	5,700	*	Ontario Hydro	5,700	*
Education Sector	108,448	*	Education Sector	108,448	*
Health Sector	81,411	*	Health Sector	81,411	*
			Municipalities including Police & Firefighters	17,083	*
<b>QUEBEC</b>					
Government of Ontario	9,450	*	Government of Ontario	9,450	*
Canadian Marconi Company	500	Jan.			
Montreal Urban Community					
Transit Commission	6,755	Jan.			
Northern Telecom Canada Ltd.	2,780	Feb.			
Montreal, Quebec & Saguenay-Lac St-Jean Automobile Dealers	28,459	Mar./Dec.			
CAE Electronics Ltd.	835	June			
Gaz Métropolitain	535	Sept.			
Montreal City & Urban Community	6,330	Nov.			
Quebec Liquor Commission	3,250	*			
Cities of Laval, Montreal & QC	8,160	*			
Quebec University	13,709	*			
Associated Clothing Manuf. of the prov. of Quebec	8,321	*			
Bombardier Inc. (Canadair)	4,200	*			
Construction Sector	53,000	*			
Hydro Quebec	1,500	*			
La Brasserie Labatt	1,030	*			
Quebec Fashion Apparel Manufacturers Guild	7,248	*			
Security & Investigation Agency of Eastern Quebec	12,764	*			
<b>MANITOBA</b>					
Government of Manitoba	13,142	March			
Manitoba Hydro-Electric Board	2,100	May			
Motor Coach Industries Limited	1,200	Sept.			
Versatile Farm Equipment Operations					
Ford New Holland Canada Ltd.	608	Sept.			
Westfair Foods Ltd.	1,762	Nov.			
Garment Manufacturing Assn. of Western Canada	1,400	*			
Manitoba Public Insurance	900	*			
City of Winnipeg	3,579	*			
Manitoba Hydro	900	*			
Manitoba Telephone System	2,300	*			
Health Sector	16,900	*			
Education Sector	7,189	*			

\* 1996 or earlier expiries where negotiations were still in progress as of December 31, 1996, and are expected to be concluded in 1997.

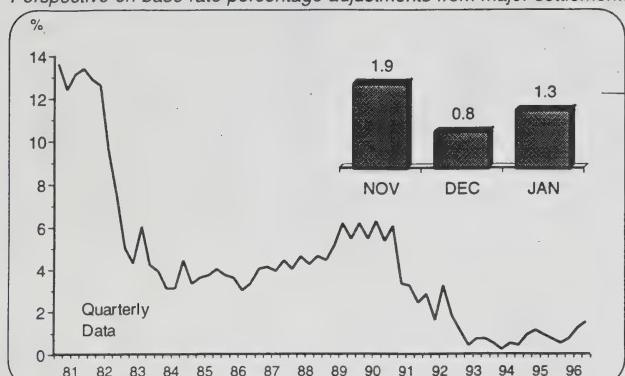
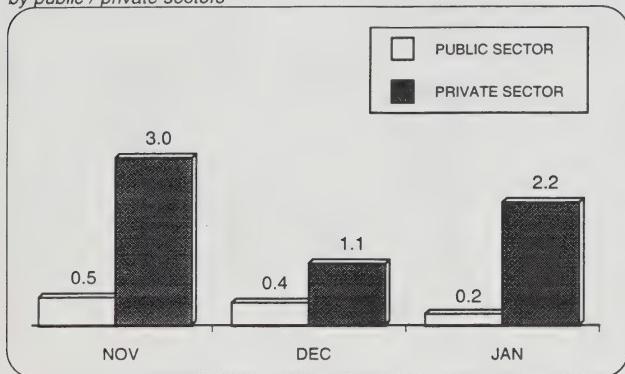
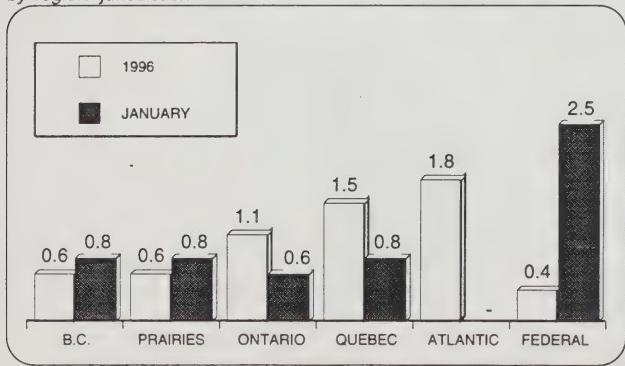
Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
<b>SASKATCHEWAN</b>					
Intercontinental Packers Limited	850	March	Sidbec-Dosco	1,915	Jan.
Sask. Institute of Applied Science & Technology	1,500	June	Pipe Line Contractors Assn. of Canada	3,400	April
Government of Saskatchewan	9,035	Sept.			
SaskPower	1,150	Dec.			
Sask. Government Insurance	1,142	Dec.			
Health Sector	7,197	Dec.			
Regina & Saskatoon Cities	1,975	Dec.			
Canada Safeway Limited	1,100	*			
Health Sector	13,727	*			
Education Sector	15,710	*			
<b>ALBERTA</b>					
Edmonton City	3,569	Jan.	Air Canada	8,000	June
Health Sector	9,935	March	Canada Post Corporation	47,900	July
Construction Sector	10,025	Feb./April	Council of Marine Carriers (BC)	1,450	Sept.
Suncor Inc.	1,200	May	Maritime Employers' Assn. (QC)	750	Dec.
Government of Alberta	21,400	August	Telus Communications (Alta)	2,069	Dec.
Education Sector	8,811	Mar./Aug.	CN, CP & Via Rail	38,186	Dec.
Canadian Western Natural Gas & Northwestern Utilities	2,324	Dec.	Marine Atlantic Inc.	2,220	Dec.
Construction Sector	11,105	*	NAV Canada	2,000	Dec.
Calgary Cooperative Assn.	3,200	*	Quebec Telephone	1,280	*
Canada Safeway Limited	10,455	*	Hudson Bay Mining & Smelting (Man.)	1,250	*
Gainers Inc.	950	*	Saskatchewan Wheat Pool	1,300	*
Calgary & Edmonton Cities	13,950	*	Telus (Alta)	3,250	*
Health Sector	22,793	*	B.C. Tel	10,100	*
Education Sector	21,366	*	B.C. Waterfront Employer's Assn.	500	*
<b>BRITISH COLUMBIA</b>					
Westfair Foods Ltd.	2,300	Feb.	Canada Post Corporation	16,500	*
B.C. Hydro & Power Authority	4,550	Mar/Sept.	St. Lawrence Seaway Authority	700	*
Forest Products	30,052	April/Jun.	Air Canada	3,400	*
Okanagan Federated Shippers	1,000	Aug.	C.P. Rail	2,656	*
B.C. Rail Ltd.	1,776	Dec.	Greyhound Lines of Canada Ltd.	1,300	*
B.C. Ferry Corporation	4,013	*			
Dairyworld Foods	1,125	*			
Insurance Corp. of B.C.	3,300	*			
Greater Vancouver Reg. District	11,727	*			
Education Sector	7,581	*			
Health Sector	6,910	*			
<b>MORE THAN ONE PROVINCE</b>					

\* 1996 or earlier expiries where negotiations were still in progress as of December 31, 1996, and are expected to be concluded in 1997.



CAI  
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-W17**THE WAGE SETTLEMENTS BULLETIN**March 1997  
Volume 8, Issue 3

Perspective on base rate percentage adjustments from major settlements

Base rate percentage adjustments from major settlements,  
by public / private sectorsBase rate percentage adjustments from major settlements,  
by region/ jurisdiction

Le Bulletin existe également en français.

## January 1997

- Base rate wage adjustments from major collective bargaining settlements reached in January averaged 1.3 per cent annually over the contract term, up from 0.8 per cent in December, and the 1996 aggregate average of 0.9 per cent.

- The January results are based on a review of only 19 agreements covering 36,330 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.1 per cent, slightly lower than the 1.3 per cent in their current settlements.

- Average contract-duration lengthened, to an average of 36.4 months for agreements reached in January compared to the 25.9 month average negotiated by the same parties in the previous round of settlements.

- Public sector wage adjustments averaged 0.2 per cent in January, down slightly from 0.4 per cent in December and 0.5 per cent for 1996 as a whole. There were 10 public sector settlements reached in January, with a coverage of 16,770 employees. Nine of the agreements resulted in a wage freeze for 13,670 employees (82% of public sector employees). Private sector wage adjustments for 19,560 employees in 9 settlements averaged 2.2 per cent in January, up from 1.1 per cent in December and the 1.9 per cent annual figure for 1996. The majority of employees in this sector (75%) received wage increases in the 2.0 to 2.9 per cent range. Only 1 agreement covering 900 employees (5% of private sector workers) resulted in a wage freeze. Private sector increases continue to exceed those in the public sector as they have generally done since 1990.

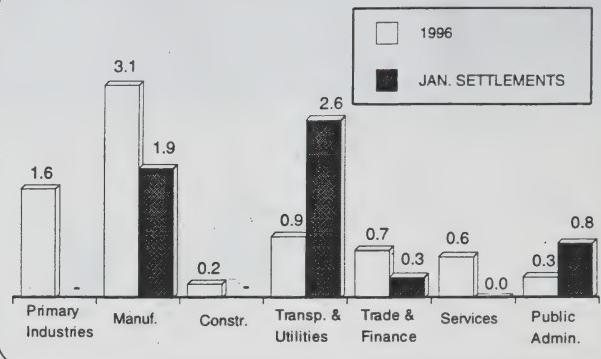
- On a regional/jurisdictional basis, the largest concentration of employees was in Ontario, where 9 agreements covering 15,800 employees (43.5% of all employees in January's settlements) provided wage adjustments averaging 0.6 per cent. In the Federal jurisdiction, 12,190 employees received increases averaging 2.5 per cent in 2 agreements. In Quebec (2 agreements, 2,120 employees), in the Prairie provinces (5 agreements, 5,200 employees) and in B.C. (1 agreement, 1,020 employees) wage gains all averaged 0.8 per cent.

MAY 1 1997

Canada

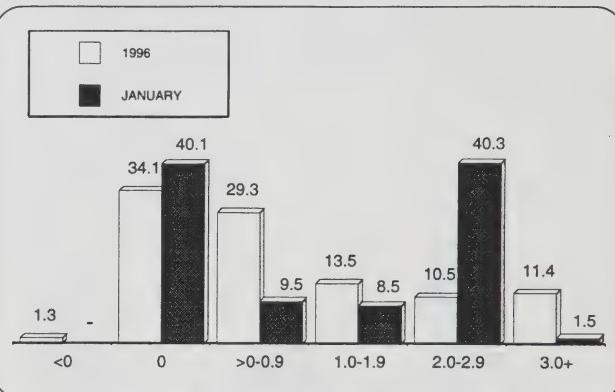
*Base rate percentage adjustments in January settlements,  
by industry*

The largest wage gains in January were in the Communications sector with increases averaging 2.6 per cent for 12,300 employees in 2 agreements (B.C. Tel and Manitoba Telephone). The smallest wage adjustments were in the Services sector; 7 agreements provided a wage freeze for 12,500 employees. In the Manufacturing sector, 5 agreements provided 4,770 employees with a wage gain of 1.9 per cent; in the Trade-Finance sector, 2 agreements provided 2,490 employees with wage adjustments averaging 0.3 per cent, and in Public Administration, 4,270 employees in 3 agreements averaged 0.8 per cent. There were no settlements in other industry sectors.



There were no agreements with a cost-of-living provision in January.

*Percentage distribution of employees in January settlements,  
by size of base rate adjustments*

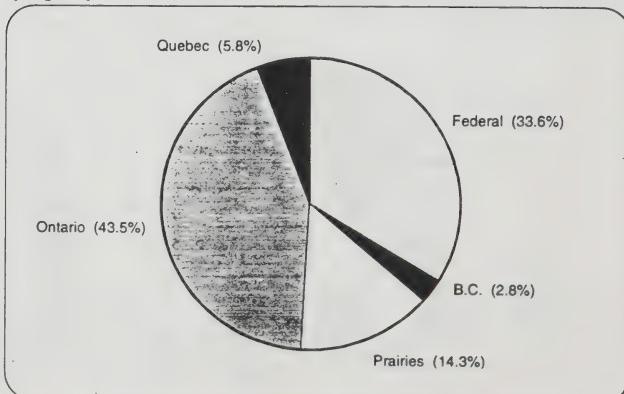


Approximately 40% of employees in January's settlements were subject to a wage freeze. Eighteen per cent of employees received wage increases below 2.0 per cent and 42% received wage increases equal to or above 2.0 per cent. The two separate concentrations at 0% and the 2% range and above are due mainly to the wage gains differential between the public and private sectors.

The distribution of settlements and employees by region/jurisdiction for the month of January is shown in the accompanying chart and in the table below:

	Amts.	Empls.
Quebec	2	2,120
Ontario	9	15,800
Prairies	5	5,200
B.C.	1	1,020
Federal	2	12,190

*Percentage distribution of employees in January settlements,  
by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN JANUARY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing ( 5 agreements)</b>	<b>4,770</b>	<b>1.9</b>	<b>1.8</b>	<b>42.4</b>	
Cartons St-Laurent Inc., mill, La Tuque (Que.)	550	3.1	3.7	28	1998-08-31
Maple Lodge Farms Ltd., production, Norval (Ont.)	1,150	2.9	3.3	24	1998-10-12
Kaufman Footwear, production/maint., Kitchener (Ont.)	1,200	2.1	2.3	36	2000-01-08
Intercontinental Packers Ltd. plant, Saskatoon (Sask.)	850	0.6	0.0	36	2000-03-31
Dairyworld Foods, production (B.C.)	1,020	0.8	0.0	84	2003-03-31
<b>Transp., Comm. &amp; Utilities ( 2 agreements)</b>	<b>12,300</b>	<b>2.6</b>	<b>2.2</b>	<b>34.3</b>	
Manitoba Tele. Serv. Inc. & MTS NetCom (Prov-wide)	1,700	2.0	2.0	24	1998-12-19
BC Tel., office, clerical, maint. & operations (B.C.)	10,600	2.7	2.2	36	1998-12-31
<b>Trade &amp; Finance ( 2 agreements)</b>	<b>2,490</b>	<b>0.3</b>	<b>0.0</b>	<b>35</b>	
Manitoba Public Ins. Corp., office/technical (Man.)	900	0.0	0.0	12	1997-09-26
Banque Laurentienne, admin. services, Montreal (Que.)	1,590	0.5	0.0	48	1999-12-31
<b>Community, Business &amp; Personal Services ( 7 agreements)</b>	<b>12,500</b>	<b>0.0</b>	<b>-0.4</b>	<b>37.7</b>	
Univ. de Montréal, academic staff, Mtl (Que.)	1,570	0.0	0.0	60	2000-05-31
McMaster University, teacher-assist., Hamilton (Ont.)	1,200	0.0	0.0	36	1999-08-31
Metro Toronto Sep. School Brd., teach-sec., Toronto (Ont.)	2,110	0.0	0.0	24	1997-08-31
Ontario Hospital Association, technical (Ont.)	5,000	0.0	0.0	36	1999-03-31
Hamilton Brd Education, teachers-secondary(Ont.)	870	0.0	0.0	36	1998-08-31
Manitoba Health Org. Inc., lab/rad. technicians (Man.)	1,050	0.0	-3.3	36	1999-03-31
University of Manitoba, inst./tutor/lecturer (Man.)	700	0.0	-2.0	48	2000-08-31
<b>Public Administration ( 3 agreements)</b>	<b>4,270</b>	<b>0.8</b>	<b>0.9</b>	<b>32.7</b>	
City of Etobicoke, outside workers (Ont.)	500	0.0	0.0	21	1997-12-31
Reg. Munic. OttawaCarleton, in/outside empls. ,Ottawa (Ont.)	3,100	1.1	1.2	39	1999-06-30
Hamilton-Wentworth Board of Comm., police (Ont.)	670	0.0	0.0	12	1995-12-31
<b>Agreements with COLA (0 agreements)</b>					
<b>Agreements without COLA (19 agreements)</b>	<b>36,330</b>	<b>1.3</b>	<b>1.0</b>	<b>36.4</b>	
<b>All agreements (19 agreements)</b>	<b>36,330</b>	<b>1.3</b>	<b>1.0</b>	<b>36.4</b>	

**Note:** Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

## WAGE INCREASES FROM MAJOR SETTLEMENTS

Two average annual percentage adjustments in base rates

(effective average annual percentage adjustments in base rates)

All Industries/Jurisdictions				1995				1996				1997			
1994	1995	1996	1997	1	2	3	4	1	2	3	4	1	2	3	4
Average Annual Adjustment	0.9	0.9	0.9	0.7	0.5	0.7	1.2	1.6	1.3	0.7	1.9	1.2	1.9	0.8	1.3
Non-COLA	0.8	0.6	0.6	0.7	0.4	0.7	0.9	0.6	1.3	0.7	0.8	1.0	1.0	0.3	1.3
COLA	1.3	1.4	2.7	2.2	2.5	2.0	3.2	2.7	-	1.9	3.4	2.1	3.4	1.5	-
First Year Increase	0.1	0.4	0.7	0.2	0.5	0.5	1.1	1.2	1.0	0.4	1.8	0.8	1.5	0.5	1.0
Non-COLA	-0.2	0.4	0.5	0.2	0.3	0.4	0.8	0.5	1.0	0.4	0.7	0.6	0.7	0.3	1.0
COLA	0.6	1.0	2.3	2.8	2.5	1.5	3.1	2.2	-	1.5	3.1	1.5	3.1	0.7	-
Industries															
Primary Industries	1.1	2.5	1.6	3.5	0.0	1.9	1.5	-	-	1.7	1.5	-	-	-	-
Manufacturing	2.0	2.4	3.1	1.9	2.6	2.6	3.2	3.4	1.9	3.3	3.3	3.0	3.4	3.7	1.9
Construction	0.2	1.0	0.2	1.2	0.5	0.0	1.1	0.6	-	0.8	-	0.6	0.6	-	-
Transp. & Communication	1.0	1.1	0.9	0.7	0.6	0.8	0.7	1.1	2.6	0.6	0.8	1.4	0.7	1.3	2.6
Trade-Finance	0.1	0.9	0.7	0.0	2.1	0.3	0.1	0.9	0.3	0.1	0.0	0.9	0.2	0.3	0.3
Services	-0.1	0.6	0.6	0.7	0.4	0.6	1.0	0.0	0.0	0.7	0.3	0.0	0.5	-0.1	0.0
Public Administration	0.1	0.6	0.3	0.6	0.0	0.4	0.3	1.2	0.8	0.3	0.6	1.3	-	1.7	0.8
Jurisdictions															
Newfoundland	0.0	0.7	2.0	-	1.0	2.6	3.3	-	-	2.8	2.5	-	-	-	-
Prince Edward Island	-4.1	1.7	2.6	-	1.4	1.3	3.5	-	-	3.5	2.3	-	-	-	-
Nova Scotia	-0.5	1.2	1.5	-	1.3	1.3	2.6	0.0	-	1.7	1.4	-	-	-	-
New Brunswick	1.0	1.0	1.5	-	-	1.2	3.7	2.2	-	1.3	3.7	2.2	0.6	3.7	-
Quebec	1.4	0.8	1.5	0.7	1.2	1.9	1.8	1.4	0.8	1.7	2.4	1.1	0.8	2.1	0.8
Ontario	0.3	1.0	1.1	0.6	0.2	0.9	1.3	2.1	0.6	0.7	1.9	1.4	2.6	1.0	0.6
Manitoba	1.6	0.4	0.2	0.8	0.1	0.9	0.0	0.8	0.1	0.8	1.4	0.2	-	0.0	0.8
Saskatchewan	1.0	1.9	1.1	1.0	1.6	0.9	0.0	0.6	0.6	0.9	0.0	0.6	-	0.6	-
Alberta	-1.6	-0.4	0.8	0.3	0.9	0.5	0.8	2.5	-	0.6	0.0	2.5	-	2.5	-
British Columbia	1.6	1.3	0.6	1.2	1.0	0.5	0.8	1.2	0.8	0.6	0.8	0.8	-	-	0.8
Multi-Province	2.7	1.1	2.5	-	2.4	-	2.3	-	2.6	-	2.3	2.6	-	-	-
Federal Jurisdiction	0.4	1.0	0.4	1.0	0.7	0.4	0.0	0.6	2.5	0.2	0.5	1.3	2.7	0.5	2.5
Public Sector	0.0	0.6	0.5	0.6	0.2	0.6	0.4	0.4	0.2	0.5	0.5	0.4	0.5	0.4	0.2
Private Sector	1.2	1.4	1.9	1.6	1.3	1.5	2.0	2.2	-	1.5	3.0	1.8	3.0	1.1	2.2
Consumer Price Index	0.2	2.1	1.6	2.4	1.6	2.7	2.4	2.0	-	1.4	1.6	2.1	2.0	2.2	2.2

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•La Brasserie Labatt (Que.)	Teamsters	1 030	February 97
•Montreal Urban Transit Comm.	CUPE & CNTU	5 780	February 97
•Hudson Bay Mining & Smelting (Man.)	Steelworkers & Assn. Flin Flon	1 200	February 97
	Trade Unions		
•Garment Manuf. Assn. of Western Canada (Man.)	Union of Needle Trades, Industrial and Textile Employees	1 250	February 97
•Prov. Health Auth. of Alberta	UNA / Hlth Sciences	13 850	March 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, PIPS, SSEA	157,090	Bargaining	Feb./Dec. 97
•Radio-Canada	various unions	3 000	Barg./Conc./ Tentative agt.	April & Sept. 95
•Canada Post	Assn. of Postal Workers/PSAC/ Cdn. Postmasters & Asst. Assn.	11 500	Barg./Conc.	June-Dec. 96
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining*	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining*	March 96
•New Brunswick Govt.	N.B. Public Employees	3 255	Bargaining	December 96
•Hydro Quebec	Prof. Engineers	1 500	Mediation	December 95
•Montreal Urban Transit Comm.	CUPE	590	Bargaining	January 97
•Ontario Hospitals	CUPE / SEIU	33 800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Mediation	March 96
•Ontario Hydro	Professional Employees	5 700	Bargaining*	December 96
•Toronto area public schools	various unions	18 850	Bargaining	August 96
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	Bargaining	December 96
•Saskatchewan Assn. of Health Org.	SEIU / SUN	12 600	Tent./Barg.	Dec. 94/Mar. 96
•Alberta Hospitals	various unions	9 935	Bargaining	March 97
•City of Edmonton	various unions	3 569	Bargaining	January 97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Tentative agt.	October 96
•Greater Vancouver Reg. District	CUPE	8 991	Bargaining	December 96
•B.C. Hydro & Power	Office & Prof. Empls. Intl. Union	2 700	Bargaining	March 97

**Private Sector**

•Air Canada	CUPE	3 300	Conciliation	October 96
•Canadian Pacific Ltd.	Transp., Comm., Int'l Union / IBEW	2 656	Bargaining	December 96
•Pipeline Contractors Assn.	various unions	3 400	Bargaining*	April 97
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Brunswick Mining & Smelting (N.B.)	Steelworkers	840	Bargaining	February 97
•Lakehead Terminal Elevators Assn.	TCI	820	Bargaining	January 97
•Bldg. Contractors Assn. of Que.	various unions	53 350	Bargaining**	December 94
•Bombardier Inc. (Canadair) (Que.)	Machinists	4 200	Bargaining	December 96
•Sidbec Dosco (Que.)	Steelworkers	1 800	Tentative agt.	January 97

\* Notice-to-Bargaining

(continued)

\*\* An accord has been reached on certain issues for all groups except residential

**CURRENT KEY NEGOTIATIONS** (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Northern Telecom, Montreal	various unions	2 780	Bargaining	February 97
•Brewers Retail (Ont.)	UFCW	4 800	Bargaining	December 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Tent. Agt.	January 96
•Greyhound Lines of Canada	Transit Union	1 300	Conciliation	December 96
•Alta. Constr. Labour Rel. Assn. and others	various unions	9 225	Bargaining	April 97
•Canada Safeway (Alberta)	UFCW	10 455	Mediation	March 96
•B.C. Pulp & Paper Cos.	various unions	8 765	Bargaining	April 97
•Westfair Foods, B.C.	UFCW	3 000	Bargaining	February 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•United Parcel Service	Teamsters	2 800	February 97
•Govt. of Manitoba	Man. Govt. Empls. Union	13 150	March 97
•Manitoba Hydro-Electric Board	IBEW	2 100	May 97
•Suncor Inc., Fort McMurray, Alta.	Comm., Energy & Paperworkers	1200	May 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the

unionized workforce and 20 per cent of non-agricultural paid employment.

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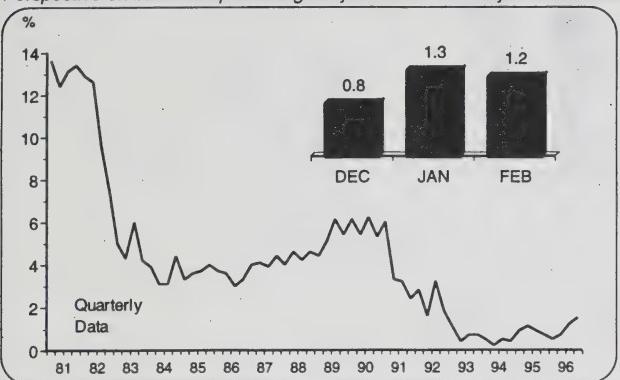


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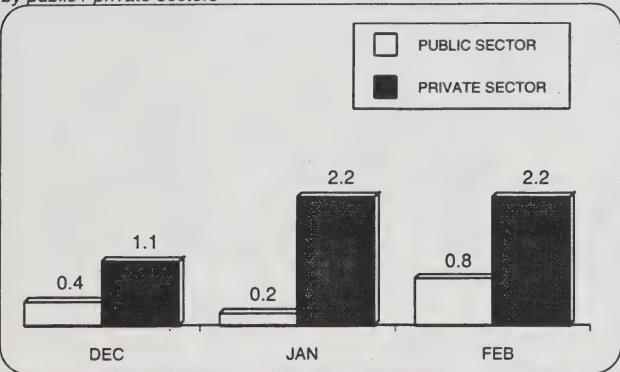
# THE WAGE SETTLEMENTS BULLETIN

April 1997  
Volume 8, Issue 4

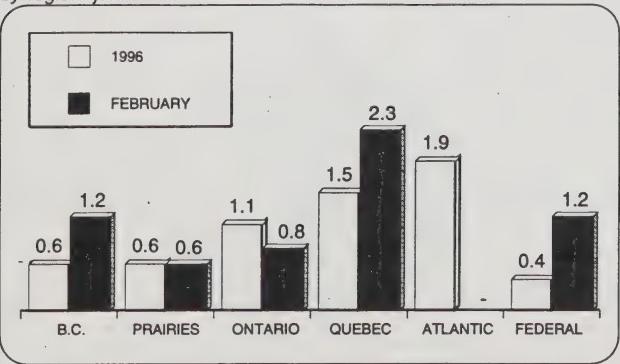
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments from major settlements,  
by region/ jurisdiction



Le Bulletin existe également en français.

February 1997

- Base rate wage adjustments from major collective bargaining settlements reached in February averaged 1.2 per cent annually over the contract term. As in January (1.3 per cent), this figure is up slightly from the 1996 aggregate average of 0.9 per cent.

- The February results are based on a review of 24 agreements covering 28,380 employees. In the previous round of settlements, the wage adjustments averaged 0.9 per cent and the average contract duration was 26.5 months, compared to 31 months for agreements reached in February.

- Public sector wage adjustments averaged 0.8 per cent in February, up from 0.2 per cent in January and 0.5 per cent for 1996 as a whole. The February results are based on a coverage of 19,570 employees in 16 agreements, 13 of which were in the education sector. Adjustments ranged from an average wage cut of 0.5 per cent over the life of the contract (Frontenac Brd. of Educ.) to a 2.3 per cent average annual increase (Montreal Transit Comm.). Wages were frozen in 9 agreements.

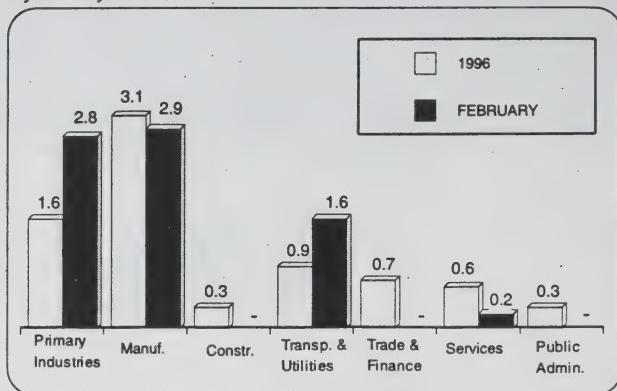
- In February, as in January, private sector wage adjustments averaged 2.2 per cent, up from the 1.9 per cent annual figure for 1996. Only 8 agreements covering 8,810 employees were ratified, including 5 in the Manufacturing sector. The average adjustment ranged from 0.7 per cent (Telus Communications) to 3.7 per cent (Budd Canada).

- On a regional/jurisdictional basis, the largest concentration of employees in February was in Ontario (44.3 per cent or 12,580 employees), where 12 agreements provided wage adjustments averaging 0.8 per cent. Quebec followed with 23.6 per cent or 6,710 employees and wage adjustments averaging 2.3 per cent in 3 agreements. Next were the Prairie provinces, with 15.5 per cent or 4,390 employees and an average adjustment of 0.6 per cent (5 agreements) followed by the Federal jurisdiction, with 12.1 per cent or 3,440 employees and an average adjustment of 1.2 per cent (2 agreements) and British Columbia, with only 4.4 per cent or 1,260 employees and an average adjustment of 1.2 per cent (2 agreements).

MAY 2 1997

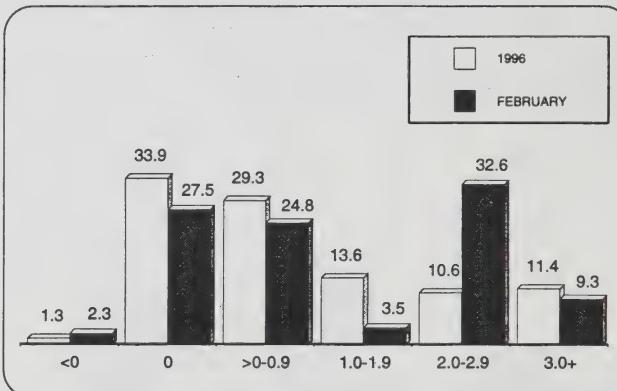
*Base rate percentage adjustments in February settlements,  
by industry*

The largest wage gains in February were in the Manufacturing sector with increases averaging 2.9 per cent for 4,860 employees in 5 agreements. One agreement in Primary Industries provided 750 employees with the Hudson Bay Mining and Smelting Co. with wage increases averaging 2.8 per cent. In Transportation, Communication and Utilities, 4 agreements provided 9,660 employees with wage adjustments averaging 1.6 per cent. The smallest wage adjustments were in the Services sector; 13,110 employees in 14 agreements received wage adjustments averaging 0.2 per cent. There were no settlements in other industry sectors.



*Percentage distribution of employees in February settlements,  
by size of base rate adjustments*

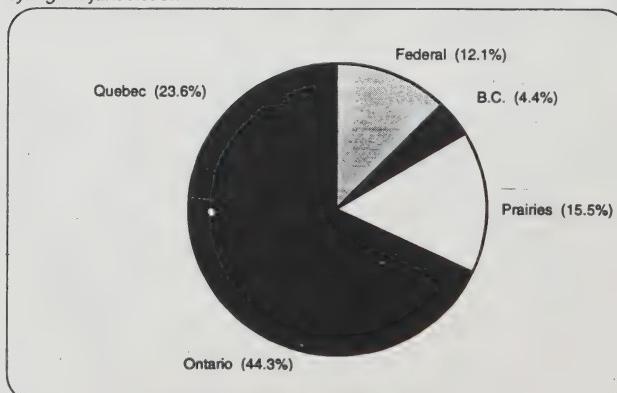
Approximately 28% of employees in February's settlements were subject to a wage freeze; just over 2% were subject to a wage cut. Twenty-eight per cent of employees received wage increases below 2.0 per cent and 42% received wage increases equal to or above 2.0 per cent.



*Percentage distribution of employees in February settlements,  
by region/jurisdiction*

The distribution of settlements and employees by region/jurisdiction for the month of February is shown in the accompanying chart and in the table below:

	Agt.	Empl.
Quebec	3	6,710
Ontario	12	12,580
Prairies	5	4,390
B.C.	2	1,260
Federal	2	3,440



**MAJOR SETTLEMENTS REACHED IN FEBRUARY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries ( 1 agreement)</b>	750	2.8	3.0	39	
Hudson Bay Mining and Smelting Co. Ltd., Flin Flon & Snow Lake (Man.)	750	2.8*	3.0	39	1999-12-31
<b>Manufacturing ( 5 agreements)</b>	4,860	2.9	3.0	46.1	
Brasserie Labatt Ltée, plant & maint., La Salle (Que.)	940	2.4	2.0	72	2002-12-31
Hershey Canada Inc., production, Smiths Falls (Ont.)	500	3.1	3.3	36	2000-01-31
Budd Canada Inc., plant & maint., Kitchener (Ont.)	1,340	3.7*	3.8	36	2000-04-25
TRW Canada, plant & maint., St Catharine (Ont.)	800	3.4*	3.4	36	2000-04-30
Garment Manufacturers of Western Canada, Winnipeg (Man.)	1,280	2.0	2.5	48	2000-12-14
<b>Transp., Comm. &amp; Utilities ( 4 agreements)</b>	9,660	1.6	0.9	34.1	
STCUM (Montreal Transit), drivers, Montreal (Que.)	3,760	2.3	1.0	36	2000-01-11
STCUM (Montreal Transit), trades & maint., Montreal (Que.)	2,010	2.2	1.0	36	2000-01-11
City of Winnipeg, transit drivers & maint. (Man.)	1,200	0.0*	0.0	48	2000-01-15
Telus Communications Inc., office/operations, (Alta.)	2,690	0.7	1.0	24	1998-04-30
<b>Community, Business &amp; Personal Services (14 agreements)</b>	13,110	0.2	-0.1	22.5	
University of Toronto, teachers assistants (Ont.)	2,500	0.1	-1.3	36	1999-08-31
Carleton University, teachers-assistants, Ottawa (Ont.)	1,000	1.0	1.0	24	1998-08-31
Frontenac Cnty Board of Educ., teachers-elem., (Ont.)	650	-0.5	-1.0	24	1998-08-31
Toronto Public Library, librarians, (Ont.)	640	0.0	0.0	21	1997-12-31
Windsor R.C. Sep. School Brd., teachers (Ont.)	1,100	0.5	0.0	24	1998-08-31
Carleton Board of Educ., teachers-secondary, Ottawa (Ont.)	1,100	0.0	0.0	12	1997-08-31
Carleton Board of Educ., teach-elem., Ottawa (Ont.)	1,500	0.0	0.0	12	1997-08-31
Niagara S Board of Educ., teachers-sec., Welland (Ont.)	590	0.0	0.0	12	1997-08-31
Niagara S Board of Educ., teachers-elem., Welland (Ont.)	860	0.0	0.0	12	1997-08-31
St James-Assiniboia School. Division No.2, teachers (Man.)	800	0.0	0.0	12	1996-12-31
University of Manitoba, service & maint. (Man.)	500	0.0	0.0	24	1998-09-27
Chinook's Edge Reg.Div. No. 5, teachers (Alta.)	610	0.0	0.0	24	1997-08-31
Board of School Trustees Dist. No.44, support empls. (B.C.)	750	0.4	0.0	30	1998-12-31
Canadian Pacific Hotels Corp. (Empress), Victoria (B.C.)	510	2.3	2.4	36	1999-08-31
<b>Agreements with COLA (4 agreements)</b>	4,090	2.4	2.4	40.1	
<b>Agreements without COLA (20 agreements)</b>	24,290	1.0	0.6	29.4	
<b>All agreements (24 agreements)</b>	28,380	1.2	0.8	31.0	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**Note:** Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustment in base rates)

	1994	1995	1996	1995	-	1996	1	2	3	4	Date	Year to Date	Jun	Sep	Dec	1996	1997	
	4	4	4	4	-	4	1	2	3	4		Aug	Nov	Feb	Dec	Jan	Feb	
<b>All Industries/Jurisdictions</b>																		
Average Annual Adjustment	0.3	0.9	0.9	0.9	-	0.7	0.5	0.7	1.2	1.6	1.2	0.7	2.0	1.0	0.8	1.3	1.2	
Non-COLA	0.2	0.8	0.6	0.7	-	0.7	0.4	0.7	0.9	0.6	1.2	0.6	0.9	0.8	0.3	1.3	1.0	
COLA	1.3	1.4	2.7	2.2	-	2.4	2.0	3.2	2.7	2.4	2.6	3.4	1.6	1.5	-	2.4		
First Year Increase	-0.1	0.4	0.8	0.2	-	0.5	0.5	1.1	1.2	0.9	0.5	1.8	0.7	0.5	1.0	0.8		
Non-COLA	-0.2	0.4	0.5	0.2	-	0.3	0.4	0.8	0.5	0.8	0.4	0.8	0.6	0.3	1.0	0.6		
COLA	0.6	0.9	2.3	2.8	-	2.5	1.5	3.1	2.2	2.4	2.4	3.1	0.9	0.7	-	2.4		
<b>Industries</b>																		
Primary Industries	1.1	2.5	1.6	3.5	-	0.0	1.9	1.5	-	-	2.8	1.3	1.5	2.8	-	-	2.8	
Manufacturing	2.0	2.4	3.1	1.9	-	2.6	2.6	3.1	3.4	2.4	3.2	3.3	2.5	3.7	1.9	2.9		
Construction	0.2	1.0	0.3	1.2	-	0.5	0.0	1.1	0.6	-	1.1	0.6	-	-	-	-	-	
Transp. & Communication	1.0	1.1	0.9	0.7	-	0.6	0.8	0.7	1.1	2.2	0.5	0.7	1.6	1.3	2.6	1.6		
Trade-Finance	0.1	0.9	0.7	0.0	-	0.2	0.3	0.1	0.9	0.3	0.1	1.6	0.3	0.3	0.3	-	-	
Services	-0.1	0.6	0.6	0.7	-	0.4	0.6	1.0	0.0	0.1	0.6	0.4	0.0	-0.1	0.0	0.2		
Public Administration	0.1	0.6	0.3	0.6	-	0.0	0.4	0.3	1.2	0.8	0.0	0.6	1.3	0.8	-	-	-	
<b>Jurisdictions</b>																		
Newfoundland	0.0	0.7	2.0	-	-	1.0	2.6	3.3	-	-	3.3	-	-	-	-	-	-	
Prince Edward Island	-4.1	1.7	2.6	-	-	1.4	1.3	3.5	-	-	3.5	2.3	-	-	-	-	-	
Nova Scotia	-0.5	1.2	1.5	-	-	1.3	1.3	2.6	0.0	-	2.6	0.0	-	-	-	-	-	
New Brunswick	1.0	1.0	1.6	-	-	-	1.3	3.7	2.2	-	3.7	0.6	3.7	3.7	-	-	-	
Quebec	1.4	0.8	1.5	0.7	-	1.2	1.9	1.8	1.4	1.9	1.8	1.6	2.0	2.1	0.8	2.3		
Ontario	0.3	1.0	1.1	0.6	-	0.2	0.9	1.3	2.1	0.7	0.6	2.3	0.9	1.0	0.6	0.8		
Manitoba	1.6	0.4	0.2	0.8	-	0.1	0.1	0.9	0.0	0.4	0.2	1.0	0.1	0.0	0.0	0.7		
Saskatchewan	1.0	1.9	1.1	1.0	-	1.6	0.9	1.0	0.0	0.6	1.0	0.0	0.6	-	0.6	-	-	
Alberta	-1.6	-0.4	0.8	0.3	-	0.9	0.5	0.8	2.5	0.0	0.5	0.0	1.5	2.5	-	0.0		
British Columbia	1.6	1.3	0.6	1.2	-	1.0	0.5	0.8	1.2	1.0	0.6	1.2	1.0	-	0.8	1.2		
Multi-Province	2.7	1.1	2.5	2.4	-	-	2.3	-	2.6	-	2.3	2.6	-	-	-	-	-	
Federal Jurisdiction	0.4	1.0	0.4	1.0	-	0.7	0.4	0.0	0.6	2.2	0.2	2.1	1.3	0.5	2.4	1.2		
Public Sector	0.0	0.6	0.5	0.6	-	0.2	0.6	0.4	0.4	0.5	0.4	0.4	0.4	0.4	0.2	0.8		
Private Sector	1.2	1.4	1.9	1.6	-	1.4	1.6	2.0	2.2	2.2	1.6	3.1	1.5	1.1	2.2	2.2		
Consumer Price Index	0.2	2.1	1.6	2.4	-	1.6	2.7	2.4	2.0	2.2	1.4	1.8	2.2	2.2	2.2	2.2		

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Radio-Canada	STARF	1 160	March 97
•Canada Post	Assn. of Postal Officials	3 000	March 97
•Sidbec Dosco (Que.)	Steelworkers	1 800	March 97
•Saskatchewan Wheat Pool	Grain Services Union (ILWU)	1 300	March 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, PIPS, SSEA	157,090	Bargaining	Feb./Dec. 97
•Radio-Canada	CUPE / CNTU	1 630	Barg./Conc.	April & Sept. 95
•Canada Post	PSAC/ Cdn. Postmasters & Asst.	8 500	Tent.Agt./Conc.	Sept.-Dec. 96
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining*	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining*	March 96
•New Brunswick Govt.	N.B. Public Employees	3 255	Bargaining	December 96
•Hydro Quebec	Prof. Engineers	1 500	Mediation	December 95
•Montreal Urban Transit Comm.	CUPE	590	Bargaining	January 97
•Ontario Hospitals	CUPE / SEIU	33 800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Mediation	March 96
•Ontario Hydro	Professional Employees	5 700	Med./Arb.	December 96
•Toronto area public schools	various unions	18 850	Bargaining	August 96
•Manitoba Hydro-Electric Board	CUPE / IBEW	3 000	Bargaining	Dec.96/May 97
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	Bargaining	December 96
•Saskatchewan Assn. of Health Org.	SEIU / SUN	12 600	Tent./Barg.	Dec. 94/B. Mar. 96
•Alberta Hospitals	various unions	9 935	Bargaining	March 97
•City of Edmonton	various unions	3 569	Bargaining	January 97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Tentative agt.	October 96
•Greater Vancouver Reg. District	CUPE	8 991	Bargaining	December 96
•B.C. Hydro & Power	Office & Prof. Empls. Intl. Union	2 700	Bargaining	March 97
<b>Private Sector</b>				
•Air Canada	CUPE / Machinists	11 300	Conc. / NTB	Oct.96/June97
•Canadian Pacific Ltd.	Transp., Comm., Int'l Union / IBEW	2 656	Bargaining	December 96
•United Parcel Service	Teamsters	2 800	Tent. Agt	February 97
•Pipeline Contractors Assn.	various unions	3 400	Bargaining	April 97
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Brunswick Mining & Smelting (N.B.)	Steelworkers	840	Bargaining	February 97
•Lakehead Terminal Elevators Assn.	TCI	820	Bargaining	January 97
•Bldg. Contractors Assn. of Que.	various unions	53 350	Bargaining**	December 94
•Bombardier Inc. (Canadair) (Que.)	Machinists	4 200	Bargaining	December 96

\* Notice-to-Bargaining

(continued)

\*\* An accord has been reached on certain issues for all groups except residential

**CURRENT KEY NEGOTIATIONS** (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Nortel, Montreal	Communication Workers	2 100	Bargaining	February 97
•Brewers Retail (Ont.)	UFCW	4 800	Bargaining	December 96
•INCO Ltd. (Ont.)	Steelworkers	5 155	Bargaining	May 97
•Greyhound Lines of Canada	Transit Union	1 400	Mediation	December 96
•Alta. Constr. Labour Rel. Assn. and others	various unions	9 225	Bargaining	April 97
•Canada Safeway (Alberta)	UFCW	10 455	Work Stop.	March 96
•Suncor Inc., Fort McMurray, Alta.	Comm., Energy & Paperworkers	870	Bargaining	May 97
•B.C. Pulp & Paper Cos.	various unions	8 765	Bargaining	April 97
•Westfair Foods, B.C.	UFCW	3 000	Tent. Agt.	February 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Govt of New Brunswick	Nurses	5 400	June 97
•De Havilland Inc. (Ont.)	CAW	2 071	June 97
•Great Atlantic & Pacific Co.	UFCW	9 500	June 97
•Govt. of Manitoba	Man. Govt. Empls. Union	13 150	March 97
•B.C. Forest Industries	IWA-Canada	21 287	June 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

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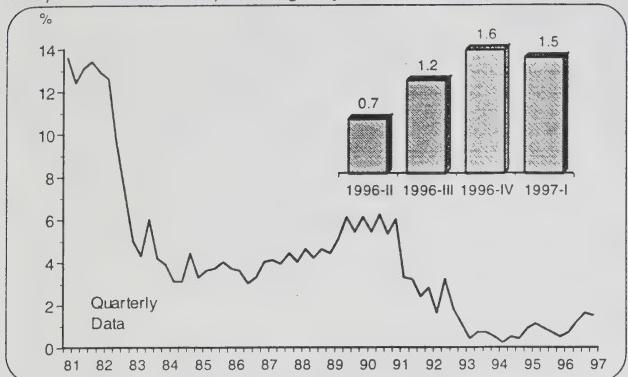
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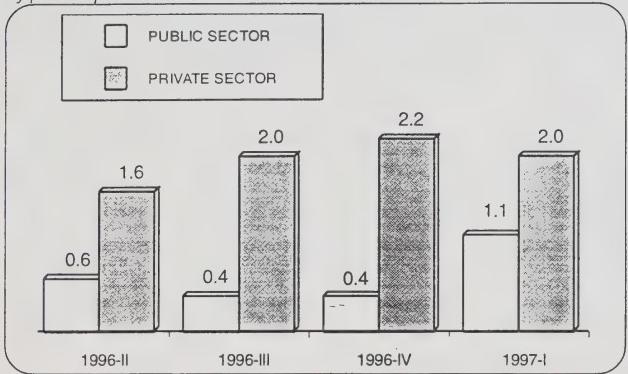
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May 1997  
Volume 8, Issue 5

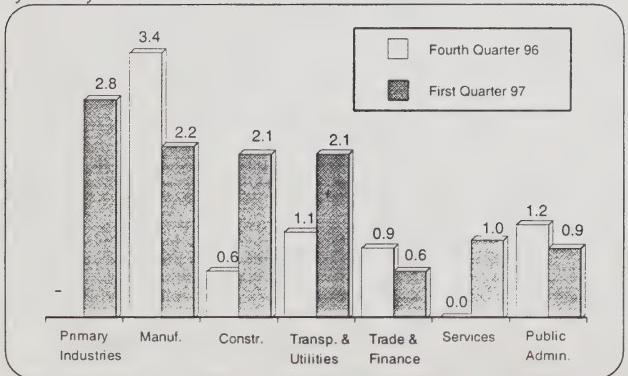
## Perspective on base rate percentage adjustments from major settlements



## Base rate percentage adjustments from major settlements, by public / private sectors



## Base rate percentage adjustments from major settlements, by industry



## FIRST QUARTER 1997

- Base rate wage adjustments from major collective bargaining settlements reached in the first quarter of 1997 averaged 1.5 per cent annually over the contract term, down a fraction from the 1.6 per cent figure recorded in the previous quarter but up from the 1996 aggregate average of 0.9 per cent.

- The first quarter results are based on a review of 70 agreements covering 119,110 employees, the lowest quarterly employee coverage since the wage series began in 1978. When the parties to these first quarter contracts previously negotiated, the resulting wage adjustments averaged 1.0 per cent, compared to 1.5 per cent in their current settlements. Contract duration continued to lengthen, to an average of 33.4 months compared to 26 months in their previous contracts.

- Public sector wage adjustments averaged 1.1 per cent in the first quarter, up from 0.4 per cent in the previous quarter and 0.5 per cent for 1996 as a whole. The first quarter results are based on a coverage of 74,680 employees in 41 agreements. Wage adjustments were frozen or cut for 41% of employees covered in these public sector settlements; approximately one-third of public sector employees received wage increases above the 2.0 per cent level (including 18,300 nurses and assistants with the Provincial Health Authorities of Alberta averaging from 2.3 to 3.3 per cent and 5,770 transit employees with the Montreal Transit Commission also at 2.3 per cent.)

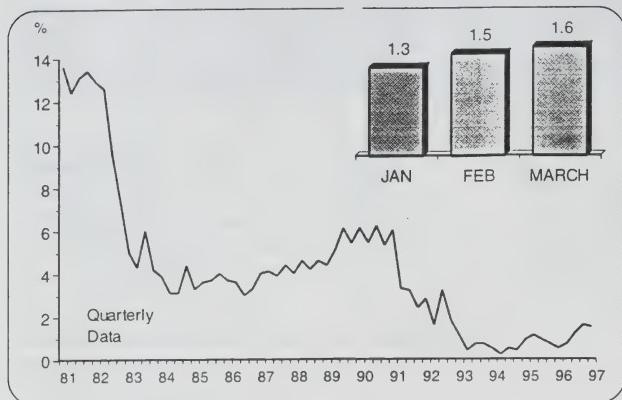
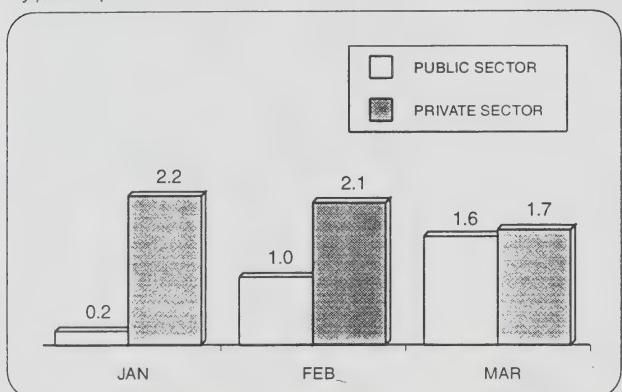
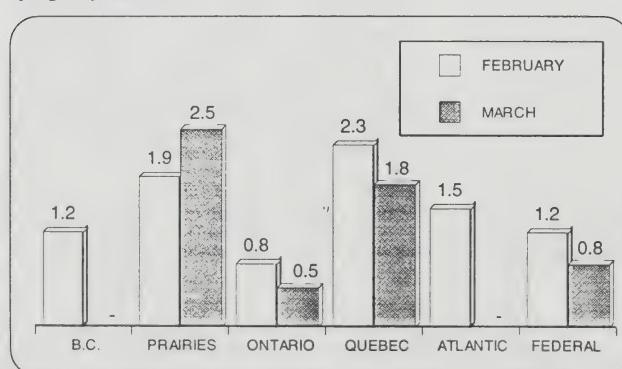
- Private sector wage adjustments averaged 2.0 per cent, down slightly from 2.2 per cent in the previous quarter but up fractionally from the annual figure of 1.9 per cent for 1996. Only 29 private sector agreements covering 44,430 employees were ratified in the first quarter. Wage adjustments were frozen or cut for 20% of these employees and over 75% received wage increases above the 2.0 per cent level.

- On an industry basis, wage adjustments ranged from a low of 0.6 per cent in the Trade and Finance sector (4,000 employees) to 2.8 per cent in a single contract in Primary Industries (750 employees with Hudson Bay Mining). The largest concentration of agreements and employees was in the Services sector with 30 agreements providing 55,620

(cont'd p. 4)

*Le Bulletin existe également en français.*

March 1997

*Perspective on base rate percentage adjustments from major settlements**Base rate percentage adjustments from major settlements, by public / private sectors**Base rate percentage adjustments from major settlements, by region/jurisdiction*

- Base rate wage adjustments from major settlements reached in March averaged 1.6 per cent over the contract term, up fractionally from 1.5 per cent in February and 1.3 per cent in January.

- The March results are based on a review of 23 agreements covering 43,430 employees. The average contract duration was 30.8 months; in the previous round of settlements, it was 28 months, and wage adjustments averaged 0.5 per cent.

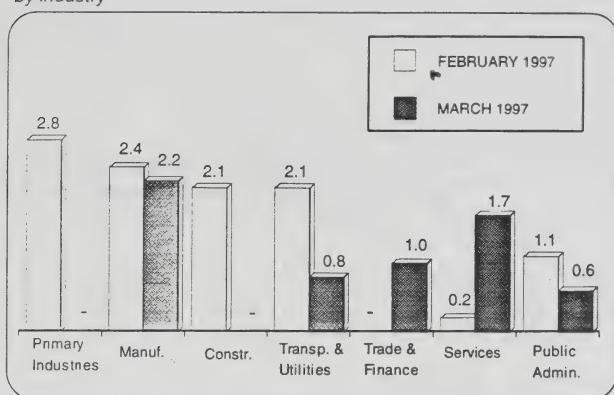
- Public sector adjustments averaged 1.6 per cent, higher than in February (1.0 per cent) and much higher than in January (0.2 per cent). The March results are based on 14 agreements covering 36,070 employees (60% of all employees affected that month). Four of these agreements were in the Alberta health sector (20,940 employees), including one between the Provincial Health Authorities and 12,500 nurses (represented by UNA) providing an average increase of 2.3 per cent. Wages were frozen in 6 agreements, all in Ontario.

- Private sector adjustments in March averaged 1.7 per cent, down from 2.1 per cent in February and 2.2 per cent in January. Only 9 agreements covering 7,360 employees were ratified, including 6 in the Manufacturing sector. The average adjustment ranged from 0.4 per cent (Saskatchewan Wheat Pool, federal) to 2.7 per cent (Accuride Canada, Ont.).

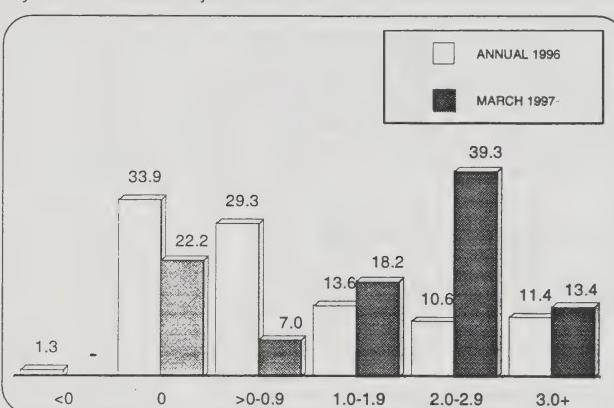
- On a regional/jurisdictional basis, the largest concentration of employees in March was in Alberta (48.2% or 20,940 employees) even though only 4 agreements were ratified. The average adjustment of 2.5 per cent was also the highest. Ontario was next with 30.4% or 13,210 employees covered by 11 agreements. The average adjustment was 0.5 per cent, the lowest in March. The federal jurisdiction followed with 12.6% or 5,460 employees and an average adjustment of 0.8 per cent (3 agreements), and last was Quebec, with 8.8 per cent or 3,820 employees and an adjustment averaging 1.8 per cent (5 agreements).

• On an industry basis, the largest wage gains in March (2.2 per cent) were in Manufacturing (6 agreements, 4,550 employees). In the Services sector, 9 agreements covering 30,010 employees averaged adjustments of 1.7 per cent. Only 2 agreements were ratified in the Trade sector. The adjustment averaged 1.0 per cent and covered 1,510 employees. In Transportation, Communication and Utilities, 3 agreements covering 5,460 employees averaged increases of 0.8 per cent. With an average of 0.6 per cent based on 3 agreements covering 1,900 employees, the lowest adjustment was in Public Administration. There were no agreements in other industry sectors.

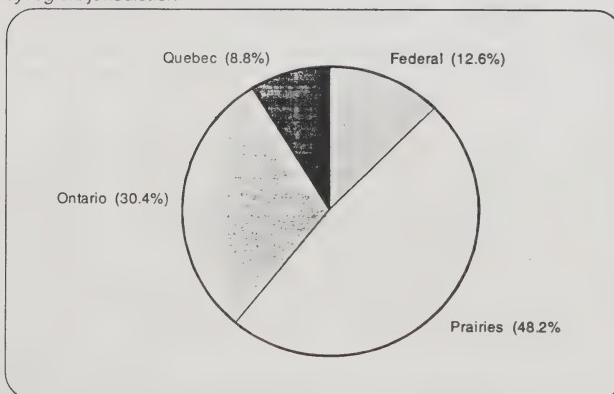
*Base rate percentage adjustments in March settlements, by industry*



*Percentage distribution of employees in March settlements, by size of base rate adjustments*



*Percentage distribution of employees in March settlements, by region/jurisdiction*



• The distribution of settlements and employees by region/jurisdiction for the month of March is shown in the accompanying chart and in the table below:

	Agt.	Empl.
Quebec	5	3,820
Ontario	11	13,210
Prairies	4	20,940
Federal	3	5,460

**MAJOR SETTLEMENTS REACHED IN MARCH**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (6 agreements)</b>	<b>4,550</b>	<b>2.2</b>	<b>2.3</b>	<b>31.7</b>	
Sidbec-Dosco Inc., production, Contrecoeur (Que.)	1,320	2.0*	1.9	36	2000-01-31
Clyen & Tinker Inc., production, Huntingdon (Que.)	500	2.3*	2.5	48	2000-05-07
Brooks C.S.Canada Inc., production, Magog (Que.)	760	2.2	2.1	24	1999-02-15
Molson Breweries, plant, Toronto, (Ont.)	500	2.1*	1.9	36	1999-12-31
Accuride Canada Inc., plant/maint., London (Ont.)	690	2.7	3.3	38	2000-03-13
Sammi Atlas Inc., plant, Welland (Ont.)	780	2.3*	2.5	13	1998-03-22
<b>Transp., Comm. &amp; Utilities (3 agreements)</b>	<b>5,460</b>	<b>0.8</b>	<b>1.1</b>	<b>33.2</b>	
Saskatchewan Wheat Pool (system-wide)	1,300	0.4	0.0	48	2000-01-31
Societe Radio-Canada, technical, (Que., N.B.)	1,160	0.2	0.0	48	1999-04-30
Canada Post Corp., postal supervisors (system-wide)	3,000	1.1	2.0	21	1998-03-31
<b>Trade &amp; Finance (2 agreements)</b>	<b>1,510</b>	<b>1.0</b>	<b>0.3</b>	<b>44.0</b>	
Supermarchés Loblaws Ltée., retail, (Que.)	500	1.0	1.0	36	1999-09-23
Valumart and Independent Grocer, retail (Ont.)	1,010	1.1	0.0	48	2001-01-31
<b>Community, Business &amp; Personal Services (9 agreements)</b>	<b>30,010</b>	<b>1.7</b>	<b>0.8</b>	<b>29.5</b>	
Brant County Brd of Educ. teachers-elem. (Ont.)	610	0.0	0.0	12	1997-08-31
York Region RCSS Board, office/technical (Ont.)	590	0.0	0.0	24	1998-12-31
Metro Sep. School Brd., teachers-elem., Toronto (Ont.)	4,310	0.0	0.0	12	1997-08-31
Frontenac Cnty Brd. of Educ. teachers-sec. (Ont.)	520	0.0	0.0	24	1998-08-31
York Reg. Brd. of Educ., teachers-elem. (Ont.)	3,040	0.0	0.0	24	1998-08-31
Provincial Health Authorities of Alberta, technicians (Alta.)	1,330	1.3	0.0	26	1997-05-20
Provincial Health Authorities of Alberta, nurses (Alta.)	12,500	2.3	0.0	36	1999-03-31
Provincial Health Authorities of Alberta, nursing asst. (Alta.)	5,800	3.3	4.0	36	2000-03-31
Calgary Region Health Authority No. 4, technicians (Alta.)	1,310	1.3	0.0	26	1997-06-05
<b>Public Administration (3 agreements)</b>	<b>1,900</b>	<b>0.6</b>	<b>0.8</b>	<b>31.4</b>	
Ville de Quebec, inside workers (Que.)	740	1.0	1.0	36	1998-12-31
City of Hamilton, outside workers (Ont.)	590	0.0	0.0	24	1998-03-31
Regional Municipality of Waterloo, inside workers (Ont.)	570	0.8	1.2	33	1998-12-31
<b>Agreements with COLA (4 agreements)</b>	<b>3,100</b>	<b>2.2</b>	<b>2.2</b>	<b>32.1</b>	
<b>Agreements without COLA (19 agreements)</b>	<b>40,330</b>	<b>1.5</b>	<b>0.9</b>	<b>30.7</b>	
<b>All agreements (23 agreements)</b>	<b>43,430</b>	<b>1.6</b>	<b>1.0</b>	<b>30.8</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**Note:** Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

(Cont'd from p.1)

employees (46.7% of total employees) with wage adjustments averaging 1.0 per cent. In Public Administration, 7 agreements provided 8,440 employees with wage adjustments averaging 0.9 per cent. The remaining sectors averaged increases above 2.0 per cent. Wage adjustments in Manufacturing averaged 2.2 per cent (18 agreements, 17,680 employees), in Construction, 2.1 per cent (1 agreement, 5,200 employees) and in Transportation, Communications and Utilities, also 2.1 per cent (9 agreements, 27,420 employees).

\*On a regional/jurisdictional basis, the largest concentration of employees in the first quarter was in Ontario (34.9% or 41,590

employees), where 32 agreements provided wage adjustments averaging a modest 0.6 per cent. The majority (23 of 32) of Ontario settlements were in the public sector. The Prairie provinces followed with 28.6% or 34,030 employees and wage adjustments averaging 2.1 per cent. In the Federal jurisdiction, 22,790 employees (19.1% of total) received wage adjustments averaging 1.8 per cent and in Quebec, 12,650 employees (10.6% of total) received an average adjustment of 1.9 per cent. The Atlantic provinces, with a coverage of only 5,770 employees (4.8% of total) averaged wage adjustments of 1.5 per cent and British Columbia's 2,280 employees (1.9% of total) received wage increases averaging 1.0 per cent.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1994	1995	1996	1996				1997	1997			
				1	2	3	4		1	Jan	Feb	Mar
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.3	0.9	0.9	0.5	0.7	1.2	1.6	1.5	1.3	1.5	1.6	
Non-COLA	0.2	0.8	0.6	0.4	0.7	0.9	0.6	1.4	1.3	1.2	1.5	
COLA	1.3	1.4	2.7	2.4	2.0	3.2	2.6	3.0	-	3.6	2.2	
First Year Adjustment	-0.1	0.4	0.7	0.5	0.5	1.1	1.2	0.9	1.0	0.8	1.0	
Non-COLA	-0.2	0.4	0.5	0.3	0.4	0.8	0.5	0.8	1.0	0.6	0.9	
COLA	0.6	0.9	2.3	2.5	1.5	3.1	2.2	2.3	-	2.4	2.2	
<b>Industries</b>												
Primary Industries	1.1	2.5	1.6	0.0	1.9	1.5	-	2.8	-	2.8	-	
Manufacturing	2.0	2.4	3.1	2.6	2.6	3.1	3.4	2.2	1.9	2.4	2.2	
Construction	0.2	1.0	0.3	0.5	0.0	1.1	0.6	2.1	-	2.1	-	
Transp. & Communication	1.0	1.1	0.9	0.6	0.8	0.7	1.1	2.1	2.6	2.1	0.8	
Trade-Finance	0.1	0.9	0.7	2.1	0.3	0.1	0.9	0.6	0.3	-	1.0	
Services	-0.1	0.6	0.6	0.4	0.6	1.0	0.0	1.0	0.0	0.2	1.7	
Public Administration	0.1	0.6	0.3	0.0	0.4	0.3	1.2	0.9	0.8	1.1	0.6	
<b>Jurisdictions</b>												
Newfoundland	0.0	0.7	2.0	1.0	2.6	3.3	-	2.0	-	2.0	-	
Prince Edward Island	-4.1	1.7	2.6	1.4	1.3	3.5	-	-	-	-	-	
Nova Scotia	-0.5	1.2	1.5	1.3	1.3	2.6	0.0	-	-	-	-	
New Brunswick	1.0	1.0	1.6	-	1.3	3.7	2.2	0.9	-	0.9	-	
Quebec	1.4	0.8	1.5	1.2	1.9	1.8	1.4	1.9	0.8	2.3	1.8	
Ontario	0.3	1.0	1.1	0.2	0.9	1.3	2.1	0.6	0.6	0.8	0.5	
Manitoba	1.6	0.4	0.2	0.1	0.1	0.9	0.0	1.2	0.0	2.0	-	
Saskatchewan	1.0	1.9	1.1	1.6	0.9	1.0	0.0	0.6	0.6	-	-	
Alberta	-1.6	-0.4	0.8	0.9	0.5	0.8	2.5	2.3	-	1.9	2.5	
British Columbia	1.6	1.3	0.6	1.0	0.5	0.8	1.2	1.0	0.8	1.2	-	
Multi-Province	2.7	1.1	2.5	-	2.3	-	2.6	-	-	-	-	
Federal Jurisdiction	-0.4	1.0	0.4	0.7	0.4	0.0	0.6	1.8	2.4	1.2	0.8	
<b>Public Sector</b>	0.0	0.6	0.5	0.2	0.6	0.4	0.4	1.1	0.2	1.0	1.6	
<b>Private Sector</b>	1.2	1.4	1.9	1.4	1.6	2.0	2.2	2.0	2.2	2.1	1.7	
<b>Consumer Price Index</b>	0.2	2.1	1.6	1.4	1.4	1.4	2.0	2.1	2.2	2.2	2.0	

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Westfair Foods (B.C.)	UFCW	3 000	April 97
•Alta. Constr. Labour Rel. Assn.	Operating Engineers	600	May 97
•Saskatchewan Assn. of Health Org.	SEIU / SUN	12 300	April 97
•United Parcel Service	Teamsters	2 800	April 97
•Canada Post	PSAC	5 000	May 97
•Brunswick Mining & Smelting (N.B.)	Steelworkers	840	April 97
•Bldg. Contractors Assn. of Que. (commercial, institutional and industrial)	various unions	27 400	April 97
•Montreal Urban Transit Comm.	CUPE	590	April 97
•Nortel, Montreal	Communication Workers	1 800	April 97
•Bombardier Inc. (Canadair) (Que.)	Machinists	4 200	May 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, PIPS, SSEA	157,000	Bargaining	Feb./Dec. 97
•Radio-Canada	CUPE / CNTU	1 630	Barg./Conc.	April & Sept. 95
•Canada Post	Cdn. Postmasters & Asst.	7 700	Tent.Agt.	December 96
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining	March 96
•New Brunswick Govt.	N.B. Public Employees	3 255	Bargaining	December 96
•Hydro Quebec	Prof. Engineers	1 500	Mediation	December 95
•Ontario Hospitals	CUPE / SEIU	33 800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Mediation	March 96
•Ontario Hydro	Professional Employees	5 400	Tent. Agt.	December 96
•Toronto area public schools	various unions	18 850*	Bargaining	August 96
•Manitoba Hydro-Electric Board	CUPE / IBEW	3 000	Bargaining	Dec. 96/May 97
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	Bargaining	December 96
•Alberta Hospitals	various unions	9 935	Tent. Agt.	March 97
•City of Edmonton	various unions	3 569	Bargaining	January 97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Mediation	October 96
•Greater Vancouver Reg. District	CUPE	8 991	Bargaining	December 96
•B.C. Hydro & Power	Office & Prof. Empls. Intl. Union	2 700	Bargaining	March 97
<b>Private Sector</b>				
•Air Canada	CUPE / Machinists	11 300	Conc. / Barg.	Oct. 96/June 97
•Canadian Pacific Ltd.	Transp., Comm., Int'l Union / IBEW	2 656	Bargaining	December 96
•Pipeline Contractors Assn.	various unions	3 400	Bargaining	April 97
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Lakehead Terminal Elevators Assn.	TCI	820	Bargaining	January 97

\* Tentative agreement for secondary school teachers / elementary are bargaining

(continued)

**CURRENT KEY NEGOTIATIONS** (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Bldg. Contractors Assn. of Que. (residential)	various unions	26 000	Barg./Tent.	December 94
•Brewers Retail (Ont.)	UFCW	4 800	Conciliation	December 96
•INCO Ltd. (Ont.)	Steelworkers	5 155	Bargaining	May 97
•De Havilland Inc. (Ont.)	CAW	2 070	Bargaining	June 97
•Greyhound Lines of Canada	Transit Union	1 400	Mediation	December 96
•Alta. Constr. Labour Rel. Assn. and others	various unions	8 625	Bargaining	April 97
•Canada Safeway (Alberta)	UFCW	10 455	Work Stop.	March 96
•Suncor Inc., Fort McMurray, Alta.	Comm., Energy & Paperworkers	870	Bargaining	May 97
•B.C. Pulp & Paper Cos.	various unions	8 765	Bargaining	April 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Govt of New Brunswick	Nurses	5 400	June 97
•Govt. of Manitoba	Man. Govt. Empls. Union	13 150	March 97
•Great Atlantic & Pacific Co.	UFCW	9 500	June 97
•B.C. Forest Industries	IWA-Canada	21 287	June 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce

and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

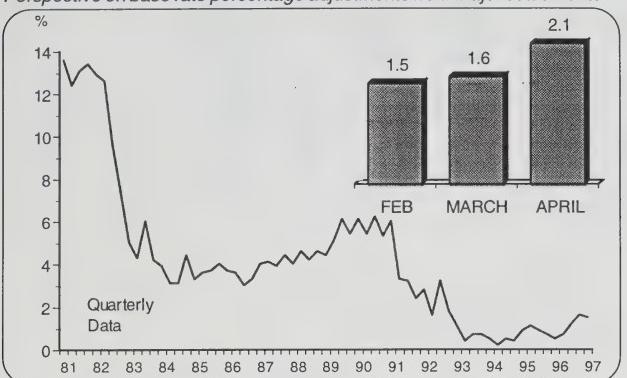
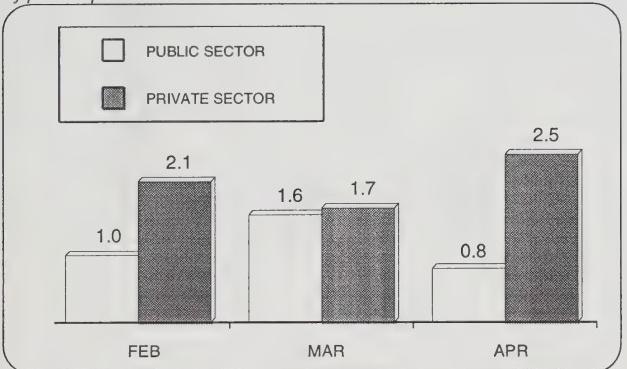
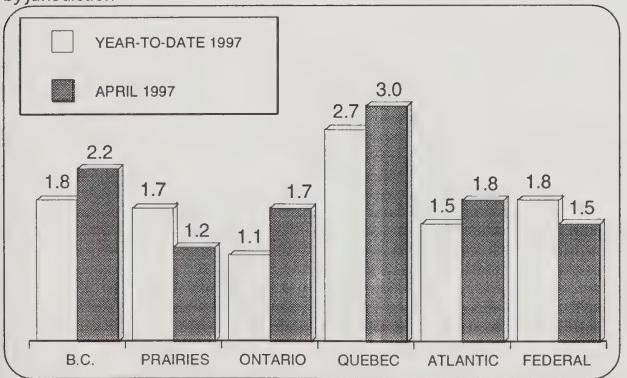


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## THE WAGE SETTLEMENTS BULLETIN

June 1997  
Volume 8, Issue 6JUL 22 1997  
University of To

Perspective on base rate percentage adjustments from major settlements

Base rate percentage adjustments from major settlements,  
by public / private sectorsBase rate percentage adjustments from major settlements,  
by jurisdiction

Le Bulletin existe également en français.

## APRIL 1997

- Major collective bargaining settlements reached in the month of April provided wage adjustments averaging 2.1 percent over the contract term, up from 1.5 per cent in the first quarter of 1997, and 0.9 per cent for the year 1996.

- The April results are based on a review of 35 settlements with an employee count of 98,670.\* In the previous round of negotiations, wage adjustments averaged 0.3 per cent, compared to the 2.1 per cent in the current settlements; the average duration of those previous contracts was 24 months. The average duration of agreements settled in the current round is 22 months.

- For 24,670 employees in 17 public sector settlements, wage adjustments averaged 0.8 per cent, down from 1.1 per cent in the first quarter, but well above the 1996 (revised) average of 0.4 per cent. Wage adjustments in the public sector ranged from wage freezes for 5,140 Greater Toronto School Boards' employees, to a high of 2.7 per cent for 1,040 police officers in the Peel Regional Police Force in Brampton, Ontario. At the Saskatchewan Association of Health Organizations, 6,600 technical employees gained an average annual increase of 1.0 per cent, and 6,700 nurses 0.7 per cent, both in three-year contracts.

- Private sector wage adjustments for 74,000 employees in 18 agreements reached in April averaged 2.5 per cent, up from 2.1 per cent in the first quarter, and 1.9 per cent for 1996. In contrast to the public sector (where wage adjustments for all employees were below 3.0 per cent), two-thirds (49,030) of these private sector employees gained wage increases of 3.0 per cent or more. They included 12,000 Ontario carpenters, who after a wage increase of 3.6 per cent in a 12-month period, were subject to a wage freeze in the first year of the succeeding contract. For 23,700 construction trades employees in Quebec's Commercial and Institutional construction sector, and 9,100 in the Industrial sector, wage gains amounted to 3.0 per cent in their one-year contracts. In the retail trade sector, 3,000 Westfair Foods' employees in British Columbia received wage adjustments averaging 3.0 per cent annually in a six-year contract, while 3,200 Calgary Co-op employees in Alberta gained average annual increases of 2.2 per cent in a five-year settlement. At United Parcel Services Ltd.,

(cont'd p. 4)

The largest average wage gains in April's settlements occurred in the Manufacturing sector with increases averaging 3.7 per cent for 3,630 employees in 4 settlements.\*\* In the retail trade sector, wage increases averaged 2.6 per cent in 2 agreements for 6,200 employees. In the Construction industry, there were 8 settlements with (an employee-weighting) count of 59,000 employees (actually 45,900\*). A single settlement in the Primary (mining) sector provided an average annual increase of 1.8 per cent for 810 employees. Wage gains averaged 1.6 per cent in both the Utilities sector (4 agreements covering 2,760 employees), and Public Administration (3 agreements and 3,060 employees). In 13 agreements in the Community, Business and Personal Services sector, 23,210 employees gained increases averaging 0.8 per cent.

There were wage freezes in 10 agreements covering 18.5% (18,240) of the total employee count in April. Employees with wage increases under 1.0 per cent (8,750) accounted for 8.9% of the employee total, while (22,650 employees) 23.0 per cent of all employees gained increases in the 1.0 - 2.9 per cent range. There were 49,030 employees with wage increases of 3.0 to 8.4 per cent - all in the private sector.

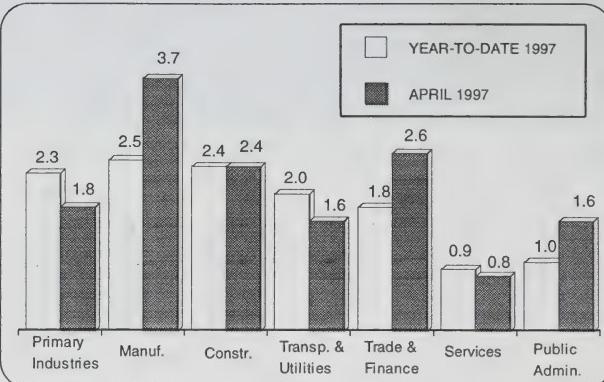
\*There were three sets of back-to-back agreements covering a total of 13,100 Ontario private-sector construction employees. The actual number of employees affected by these 35 settlements is, in fact, (98,670 less 13,100) 85,570. For purposes of calculating the employee-weighted average adjustments, these 13,100 employees are counted twice (2 agreements), to yield the employee-weighting total of 98,670.

\*\*This sector's results were influenced by the 8.4 per cent average annual increase in the three-year settlement for 560 Lear Corporation employees in Oakville, Ontario; the increases will bring the Oakville employees to wage parity with Lear employees in other locations.

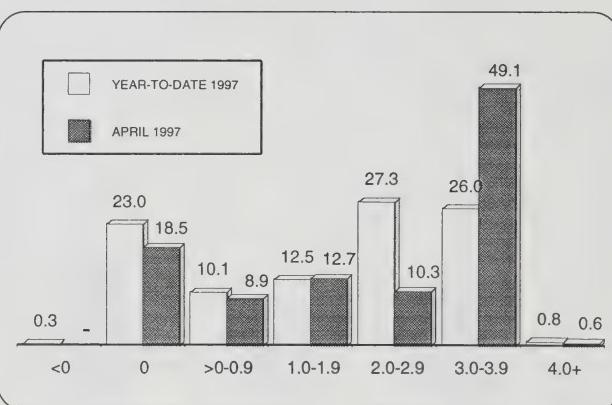
The distribution of settlements and employees by region/jurisdiction for the month of April is shown in the accompanying chart and in the table below:

	<u>Agt.</u>	<u>Empls.</u>
Atlantic Canada	1	810
Quebec	5	35,770
Ontario	21	36,890
Prairies	4	17,350
British Columbia	2	4,500
Federal	2	3,350

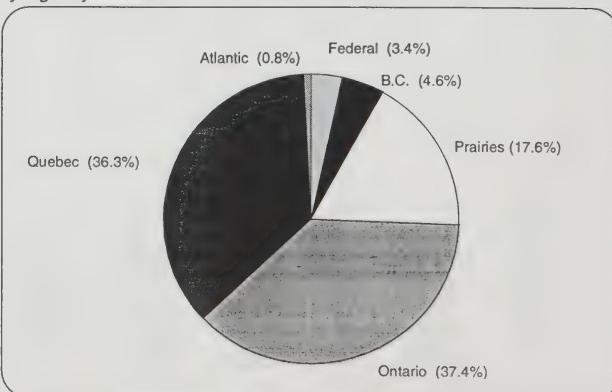
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN APRIL**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries ( 1 agreement)</b>	<b>810</b>	<b>1.8</b>	<b>1.8</b>	<b>36</b>	.
Brunswick Mining/Smelting, miners (NB)	810	1.8*	1.8	36	2000-02-28
<b>Manufacturing ( 4 agreements)</b>	<b>3,630</b>	<b>3.7</b>	<b>4.4</b>	<b>33.8</b>	.
Northern Telecom, hourly empls., Montreal (Qc)	1,800	2.9*	2.9	36	2000-02-28
Lear Corporation, plant, Oakville(On)	560	8.4*	12.5	36	2000-03-31
Kellogg Canada Inc., plant, London (On)	600	2.0	2.0	36	2000-04-16
Case Corporation, plant, Hamilton (On)	670	3.3*	3.8	24	1999-04-24
<b>Construction ( 8 agreements)</b>	<b>59,000</b>	<b>2.4</b>	<b>2.4</b>	<b>12</b>	.
ACQ (Construction-Commercial) (Qc)	23,700	3.0	3.0	12	1998-04-30
ACQ (Construction-Industrial) (Qc)	9,100	3.0	3.0	12	1998-04-30
Carpenters Employer Barg Agency (On)	12,000	3.6	3.6	12	1998-04-30
Carpenters Employers Barg. Agency (On)	12,000	0.0	0.0	12	1999-04-30
Cement Masons Employer Barg. Agency (On)	600	2.4	2.4	12	1998-04-30
Cement Masons Employer Barg. Agency (On)	600	0.0	0.0	12	1999-04-30
Plasterers Employer Barg. Agency (On)	500	2.4	2.4	12	1998-04-30
Plasterers Employer Barg Agency (On)	500	0.0	0.0	12	1999-04-30
<b>Transp., Comm. &amp; Utilities ( 4 agreements)</b>	<b>2,760</b>	<b>1.6</b>	<b>1.5</b>	<b>17.7</b>	.
STCUM (Montreal Transit), office, Montreal (Qc)	650	1.7	1.0	36	2000-01-09
Consumers' Gas Co. plant, prov.-wide (On)	820	2.0	2.0	12	1998-04-01
Consumers' Gas Co., office, prov.-wide (On)	740	2.0	2.0	12	1998-04-01
TELUS Communications Inc., craft, (Ab)	550	0.5	0.5	12	1997-12-21
<b>Trade &amp; Finance ( 2 agreements)</b>	<b>6,200</b>	<b>2.6</b>	<b>4.1</b>	<b>65.8</b>	.
Calgary Co-op Association Ltd., retail (Ab)	3,200	2.2	5.0	60	2001-07-27
Westfair Foods Ltd., retail (BC)	3,000	3.0	3.0	72	2003-02-09
<b>Community, Business &amp; Personal Services ( 13 agts.)</b>	<b>23,210</b>	<b>0.8</b>	<b>0.3</b>	<b>33.4</b>	.
Grey County Board Educ., teachers-elem., (On)	530	1.5	0.0	24	1998-08-31
Welland County RCSSB, teachers-elem., (On)	590	1.0	2.0	24	1998-08-31
North York Board Educ., bldg maint. (On)	550	0.0	0.0	29	1998-08-31
North York Board Educ., office (On)	1,000	0.0	0.0	29	1998-08-31
Metro Toronto RCSSB, office (On)	570	0.0	0.0	29	1998-08-31
Toronto Board Educ., maintenance (On)	650	0.0	0.0	29	1998-08-31
Toronto Board Educ., teaching assist. (On)	780	0.0	0.0	29	1998-08-31
Scarborough Board Educ., maintenance (On)	1,000	0.0	0.0	29	1998-08-31
Toronto Board Educ., educ. services (On)	590	0.0	0.0	29	1998-08-31
Sask. Assn. of Health Organizations, nurses (Sask)	6,700	0.7	0.0	36	1999-03-31
Sask. Assn. of Health Organizations, technicians (Sask)	6,600	1.0	0.0	36	1997-12-31
Elk Island Public School, teachers-elem. (Ab)	850	2.5	2.2	24	1998-08-31
United Parcel Service Ltd., couriers (system-wide)	2,800	1.6*	1.4	36	2000-02-15

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

## MAJOR SETTLEMENTS REACHED IN APRIL

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Public Administration ( 3 agreements)</b>	<b>3,060</b>	<b>1.6</b>	<b>0.6</b>	<b>35.3</b>	
MUC, school guards, Montreal (Qc)	520	1.9	1.8	24	1997-08-14
Peel Regional Police, Brampton (On)	1,040	2.7	1.0	40	1999-04-30
City of Burnaby, inside workers (BC)	1,500	0.7	0.0	36	1999-12-31
Agreements with COLA (5 agreements)	6,640	2.7	3.0	34.8	
Agreements without COLA (30 agreements)	92,030	2.0	2.0	21.4	
All agreements (35 agreements)	98,670	2.1	2.0	22.3	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**Note:** Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

(Cont'd from p.1)

2,800 couriers gained an average 1.6 per cent increase annually over three years. At Lear Corporation, in Oakville, 560 employees gained an 8.4 per cent average annual increase (See industry analysis p.2 for more details\*\*).

• On a regional/jurisdiction basis, the largest gains were in Quebec, where 35,770 employees received wage increases averaging 3.0 per cent in 5 settlements. In British Columbia, 4,500 in 2 settlements gained average increases of 2.2 per cent,

while in a single agreement in Atlantic Canada (at Brunswick Mining and Smelting in New Brunswick), 810 employees gained average annual increases of 1.8 per cent in a three-year agreement. In Ontario, there were 21 settlements with (an employee-weighting) coverage of 36,890 (actually 23,790 employees \*); there was an average annual increase of 1.7 per cent in wage adjustments from these Ontario settlements. In the Prairie provinces, 17,350 employees gained 1.2 per cent average annual increases in 4 settlements, while in the Federal jurisdiction, 3,350 employees received wage increases averaging 1.5 per cent annually in 2 settlements.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
 (effective average annual percentage adjustment in base rates)

	1994		1995		1996		1997		Year-to-Date*	Oct	Nov	Dec	Feb	Mar	Apr
	1	2	3	4	1	2	3	4							
<b>All Industries/Jurisdictions</b>															
Average Annual Adjustment	0.3	0.9	0.9	0.5	0.7	1.2	1.6	1.5	1.7	1.9	1.1	1.8	1.5	1.6	2.1
Non-COLA	0.2	0.8	0.6	0.4	0.7	0.9	0.6	1.3	1.6	0.8	0.8	1.7	1.2	1.6	2.0
COLA	1.3	1.4	2.7	2.4	2.0	3.2	2.7	2.9	2.8	3.3	2.1	2.8	3.4	2.2	2.7
First Year Increase	-0.1	0.4	0.8	0.5	0.5	1.1	1.3	0.9	1.4	1.8	0.8	1.5	0.8	1.0	2.0
Non-COLA	-0.2	0.4	0.5	0.3	0.4	0.8	0.4	0.8	1.3	0.7	0.6	1.4	0.6	0.9	2.0
COLA	0.6	0.9	2.3	2.5	1.5	3.1	2.2	2.2	2.6	3.1	1.5	2.6	2.2	2.2	3.0
<b>Industries</b>															
Primary Industries	1.1	2.5	1.6	0.0	1.9	1.5	-	2.8	2.3	1.5	-	2.3	2.8	-	1.8
Manufacturing	2.0	2.4	3.1	2.6	3.1	3.4	2.2	2.5	2.5	3.2	3.0	2.6	2.4	2.2	3.7
Construction	0.2	1.0	0.3	0.5	0.6	1.1	0.6	2.1	2.4	-	0.6	2.4	2.1	-	2.4
Transp. & Communication	1.0	1.1	0.9	0.6	0.9	0.7	1.1	2.1	2.0	0.8	1.4	1.6	2.1	0.8	1.6
Trade-Finance	0.1	0.9	0.6	0.6	2.1	0.3	0.1	0.8	0.6	1.8	0.0	0.8	2.3	-	1.0
Services	-0.1	0.6	0.6	0.4	0.6	1.0	0.0	1.0	0.9	0.4	0.0	1.1	0.2	1.7	0.8
Public Administration	0.1	0.6	0.3	0.0	0.4	0.3	1.2	0.9	1.0	0.5	1.3	1.2	1.1	0.6	1.6
<b>Jurisdictions</b>															
Newfoundland	0.0	0.7	2.0	1.0	2.6	3.3	-	2.0	2.0	2.5	-	2.0	-	-	-
Prince Edward Island	-4.1	1.7	2.6	1.4	1.3	3.5	-	-	-	2.3	-	-	-	-	-
Nova Scotia	-0.5	1.2	1.5	1.3	2.6	0.0	-	-	-	1.4	-	-	-	-	-
New Brunswick	1.0	1.0	1.6	-	1.3	3.7	2.2	0.9	1.1	3.7	2.2	1.1	0.9	-	1.8
Quebec	1.4	0.8	1.5	1.2	1.9	1.8	1.4	1.9	2.7	2.4	1.1	2.8	2.3	1.8	3.0
Ontario	0.3	1.0	1.1	0.2	0.9	1.3	2.1	0.6	1.1	1.9	1.4	1.2	0.8	0.5	1.7
Manitoba	1.6	0.4	0.2	0.1	0.1	0.9	0.1	1.2	1.2	1.4	0.1	2.0	-	-	-
Saskatchewan	1.0	1.9	1.1	1.6	0.9	1.0	0.0	1.6	0.9	0.0	0.6	0.9	2.4	-	0.8
Alberta	-1.6	-0.4	0.8	0.9	0.5	0.8	2.5	2.2	2.2	0.0	1.1	2.3	1.9	2.4	2.3
British Columbia	1.6	1.3	0.6	1.0	0.5	0.8	1.2	1.0	1.8	0.8	0.8	2.0	1.2	-	2.2
Multi-Province	2.7	1.1	2.5	-	2.3	-	2.6	-	-	2.6	-	-	-	-	-
Federal Jurisdiction	0.4	1.0	0.5	0.7	0.5	0.0	0.6	1.8	0.8	0.6	1.3	1.1	1.2	0.8	1.5
<b>Public Sector</b>	0.0	0.6	0.4	0.2	0.6	0.4	0.4	1.1	1.0	0.5	0.3	1.2	1.0	1.6	0.8
<b>Private Sector</b>	1.2	1.4	1.9	1.4	1.6	2.0	2.2	2.1	2.3	3.0	1.8	2.3	2.1	1.7	2.5
<b>Consumer Price Index</b>	0.2	2.1	1.6	1.4	1.4	2.0	2.1	1.8	1.6	2.1	2.0	2.2	2.0	2.2	1.7

\*Year-to-date is Jan.-Apr. 97

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Canada Post	Cdn. Postmasters & Asst.	7 700	May 97
•Bldg. Contractors Assn. of Que. (roads & major projects)	various unions	9 790	May 97
•Toronto area public schools (sec.)	various unions	7 860	May 97
•Canada Safeway (Alberta)	UFCW	10 455	June 97
•Suncor Inc., Fort McMurray, Alta.	Comm., Energy & Paperworkers	970	May 97
•Alta Constr. Lab. Rel. Assn.	Structural Iron Wkrs. & Insulators	1 580	April 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b><u>Public Sector</u></b>				
•Govt. of Canada	PSAC, PIPS, SSEA	157 000	Bargaining	Feb./Dec. 97
•Radio-Canada	CUPE / CNTU	1 630	Conciliation	April / Sept. 95
•Canada Post	CUPW	47 900	Bargaining	July 97
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining	March 96
•Govt of New Brunswick	N.B. Public Employees	3 255	Bargaining	December 96
•Govt of New Brunswick	Nurses	5 400	Bargaining	June 97
•Hydro Quebec	Prof. Engineers	1 500	Mediation	December 95
•Ontario Hospitals	CUPE / SEIU	33 800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Post Med.	March 96
•Ontario Hydro	Professional Employees	5 400	Tent. Agt.	December 96
•Toronto area public schools (elem.)	various unions	10,600	Bargaining	August 96
•Manitoba Hydro-Electric Board	CUPE / IBEW	3 000	Bargaining	Dec. 96/May 97
•Govt. of Manitoba	Man. Govt. Emps. Union	13 150	Bargaining	March 97
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	Bargaining	December 96
•Alberta Hospitals	various unions	9 410	Bargaining	March 96/97
•City of Edmonton	various unions	3 569	Bargaining	January 97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Tent. Agt.	October 96
•Greater Vancouver Reg. District	CUPE	8 991	Bargaining	December 96
•B.C. Hydro & Power	Office & Prof. Emps. Intl. Union	2 700	Mediation	March 97
<b><u>Private Sector</u></b>				
•Air Canada	CUPE / Machinists	11 300	Conc. / Barg.	Oct. 96/June 97
•Canadian Pacific Ltd.	Transp., Comm. Int'l Union / IBEW	2 656	Bargaining	December 96
•Pipeline Contractors Assn.	various unions	3 400	Bargaining	April 97
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. / Barg.	September 93
•Lakehead Terminal Elevators Assn.	TCI	820	Bargaining	January 97

(continued)

**CURRENT KEY NEGOTIATIONS** (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Bldg. Contractors Assn. of Que. (residential)	various unions	8 410	Bargaining	December 94
•Brewers Retail (Ont.)	UFCW	4 800	Conciliation	December 96
•INCO Ltd. (Ont.)	Steelworkers	5 155	Work Stop.	May 97
•Falconbridge (Ont.)	CAW	1 300	Bargaining	July 97
•De Havilland Inc. (Ont.)	CAW	2 070	Bargaining	June 97
•Greyhound Lines of Canada	Transit Union	1 400	Tent. Agt.	December 96
•Alta. Constr. Labour Rel. Assn. and others	various unions	7 045	Bargaining	April 97
•Great Atlantic & Pacific Co.	UFCW	9 500	Bargaining	June 97
•B.C. Forest Industries	IWA-Canada	21 287	Bargaining	June 97
•B.C. Pulp & Paper Cos.	various unions	8 765	Bargaining	April 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Govt. of New Brunswick	Teachers	8 000	August 97
•Ontario Education	various unions	16 735	August 97
•Govt. of Alberta	AUPE	21 400	August 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce

and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.



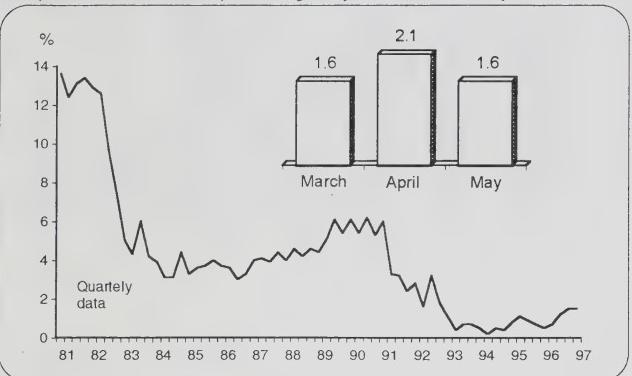


# THE WAGE SETTLEMENTS BULLETIN

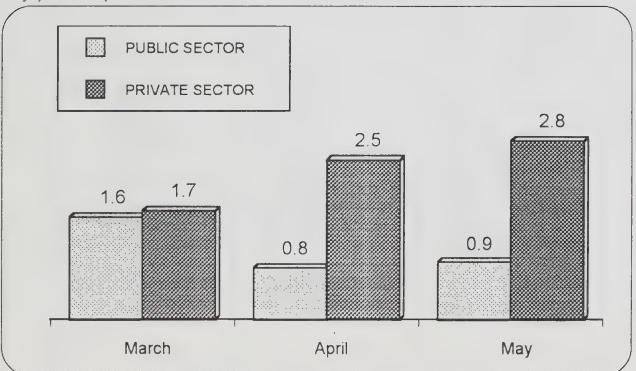
July 1997  
Volume 8, Issue 7

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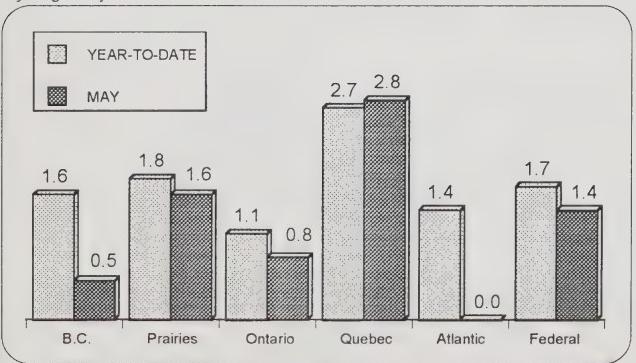
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments from major settlements,  
by region/ jurisdiction



Le Bulletin existe également en français.

May 1997

- Base rate wage adjustments from major settlements reached in May averaged 1.6% per year over the contract term. This rate is lower than in April (2.1%) but is comparable to the cumulative average for 1997 (1.7%). The average for 1996 as a whole is 0.9%.

- The May results are based on a review of 34 collective agreements covering 56,765 employees. The average contract duration was 22.2 months; in the previous round of settlements, it was 31.4 months, and wage adjustments averaged 1.4%.

- **Public sector** adjustments averaged 0.9%, up from 0.8% in April. The cumulative average for 1997 is 1.0%. The May results are based on 24 agreements covering 36,435 employees (roughly 70% in the federal and Ontario jurisdictions). These settlements ranged from a wage freeze (12 agreements) to an increase of 3.8% (University of Ottawa).

- **Private sector** adjustments averaged 2.8% in May, slightly higher than the 2.5% in April and the cumulative average for 1997 (2.4%). The private sector results are based on 10 agreements covering 20,330 employees (including 14,350 in Quebec covered by 2 agreements). The settlements ranged from a wage freeze (Marystown Shipyard Ltd.) to an average increase of 3.0% (in 5 agreements covering close to 85% of all employees in this sector).

- On a regional/jurisdictional basis, the largest concentration of employees was in Ontario (17,200 employees, 18 agreements). The average adjustment was 0.8%. Quebec was next with 15,250 employees receiving the highest average adjustment, 2.8% in 3 agreements. Third was the federal jurisdiction with 12,000 employees covered by 2 agreements and an average adjustment of 1.4%. In the Prairie provinces (9 agreements, 10,805 employees), the average adjustment was 1.6%. Only 1 agreement each was signed in British Columbia (1,010 employees, 0.5%) and in Atlantic Canada (500 employees, wage freeze).

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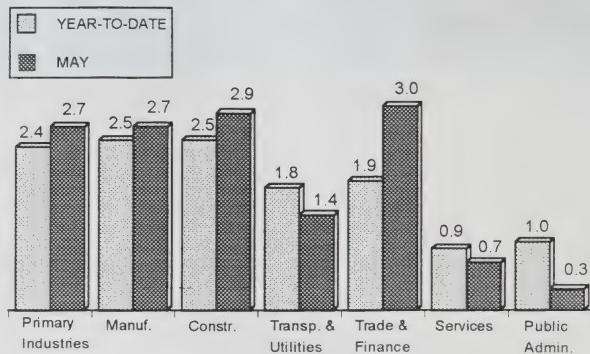
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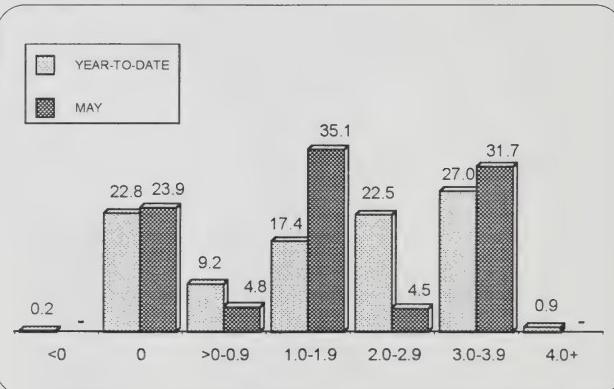
• On an industry basis, the highest wage adjustment in May, 3.0%, was recorded in the Trade and Finance sector for the 1,400 employees of Pharma Plus Drugmarts Ltd. in Ontario. In the Construction sector, wage increases averaged 2.9% based on 2 agreements covering 10,390 employees (ACRG/TQ in Quebec and Alta. Construction Labour Relations Assn.). In the Manufacturing sector, the average wage adjustment was 2.7% based on 6 agreements covering 7,640 employees, the same as for the single agreement reached in Primary Industries (900 employees). In the Transportation, Communication and Utilities sector, 2 agreements (12,000 employees) provided wage increases averaging 1.4%, while in the Community, Business and Personal Services sector, 20 agreements - the largest concentration in a sector (22,490 employees) - provided average gains of 0.7%. With an average of 0.3% based on 2 agreements covering 1,945 employees, the lowest increase was in the Public Administration sector.

• Approximately one quarter, or 23.9% of employees agreed to a wage freeze in May, while 39.9 of employees received an average adjustment below 2.0%. Another group representing only 4.5% of employees received an average increase of between 2.0% and 2.9%. A final group representing 31.7% of employees negotiated an average increase of 3.0% and over.

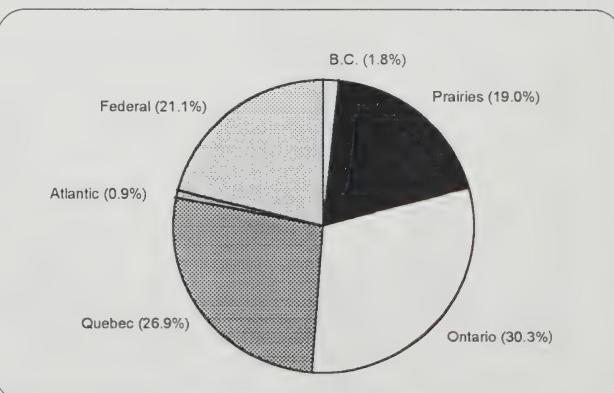
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



• The distribution of settlements and employees by region/jurisdiction for the month of May is shown in the accompanying chart and in the table below:

	Amts.	Empls.
Atlantic (Nfld.)	1	500
Quebec	3	15,250
Ontario	18	17,200
Prairies	9	10,805
British Columbia	1	1,010
Federal	2	12,000

**MAJOR SETTLEMENTS REACHED IN MAY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (1 agreement)</b>	<b>900</b>	<b>2.7</b>	<b>3.0</b>	<b>27.0</b>	-
Suncor Inc., mine, Fort McMurray (Alta.)	900	2.7	3.0	27	1999-04-30
<b>Manufacturing (6 agreements)</b>	<b>7,640</b>	<b>2.7</b>	<b>2.7</b>	<b>45.7</b>	-
Marystown Shipyard Ltd., production (Nfld.)	500	0.0	0.0	12	1998-03-28
Bombardier inc. (Canadair Group), plant/maint. (Que.)	4,560	3.0*	3.0	60	2001-12-06
DuPont Canada Inc., production/powerhouse & lab. tech., Maitland (Ont.)	500	2.8	2.8	24	1999-04-30
Bayer Inc., plant & maint., Sarnia (Ont.)	900	3.0	3.0	24	1999-01-31
Cadbury Chocolate Can. Inc., plant/maint., Toronto (Ont.)	630	2.3	2.1	36	1999-12-04
Celanese Canada Inc., plant./maint., Clover Bar (Alta.)	550	3.0	3.0	24	1999-02-28
<b>Construction (2 agreements)</b>	<b>10,390</b>	<b>2.9</b>	<b>2.8</b>	<b>14.1</b>	-
Road and Large const. Assn. of Que., trade/civil eng., province-wide (Que.)	9,790	3.0	3.0	12	1998-04-30
Alta Const. Labour Relations Assn., operating eng., province-wide (Alta.)	600	1.9	0.0	48	1999-04-30
<b>Transp., Comm. &amp; Utilities (2 agreements)</b>	<b>12,000</b>	<b>1.4</b>	<b>0.0</b>	<b>20.5</b>	-
Canada Post Corporation, techn./adm. & support, Canada-wide	5,000	1.0	0.0	24	1998-09-30
Canada Post Corporation, postmasterassistants Canada-wide	7,000	1.7*	0.0	18	1998-06-30
<b>Trade &amp; Finance (1 agreement)</b>	<b>1,400</b>	<b>3.0</b>	<b>3.0</b>	<b>24.0</b>	-
Pharma Plus Drugmarts Ltd., retail, province-wide exclusive of Ottawa-Carleton area (Ont.)	1400	3.0	3.0	24	1999-01-02
<b>Community, Business &amp; Personal Services (20 agreements)</b>	<b>22,490</b>	<b>0.7</b>	<b>0.4</b>	<b>19.2</b>	-
University of Quebec at Montreal, professors (Que.)	900	0.0	0.0	51	1999-05-31
Toronto Board of Education, teachers-sec. (Ont.)	2,140	0.0	0.0	12	1997-08-31
Metro Separate School Board, maint., Metro Toronto (Ont.)	850	0.0	0.0	29	1998-08-31
Etobicoke Board of Education, teachers-sec. (Ont.)	890	0.0	0.0	12	1997-08-31
North York Board of Education, teachers-sec. (Ont.)	1,630	0.0	0.0	12	1997-08-31
Scarborough Board of Education, teachers-sec. (Ont.)	1,990	0.0	0.0	12	1997-08-31
York Board of Education, teachers-sec. (Ont.)	560	0.0	0.0	12	1997-08-31
York University, professors/librarians, North York (Ont.)	1,060	0.3	0.0	36	1999-04-30
Ottawa-Carleton French Language School Board, teachers-elem. (Ont.)	630	0.5	0.0	24	1998-08-31
University of Ottawa, part-time professors (Ont.)	800	3.8	1.2	24	1998-08-31
Dufferin-Peel RCSS Board, maint., Mississauga (Ont.)	560	0.0	0.0	24	1998-03-31
Leeds and Grenville Board of Education, teachers-elem., Brockville (Ont.)	510	0.0	0.0	24	1998-08-31
Peel Board of Educ., office/clerical, Mississauga (Ont.)	710	0.0	0.0	12	1998-06-30
Peel Board of Education, maint., Mississauga (Ont.)	910	0.0	0.0	12	1998-06-30
University of Regina, professors/librarians, Regina (Sask.)	600	1.9	0.0	30	1998-12-31
Capital Region Health Authority No. 10, para-med./techn., Edmonton & area (Alta.)	1,280	1.2	0.0	27	1997-07-15
Capital Region Health Authority No. 10, para-med./prof., Edmonton & area (Alta.)	930	1.2	0.0	27	1997-07-15

(Continued on next page)

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN MAY (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Board of Trustees of RCSS District No.7, office/clerical, Edmonton (Alta.)	530	2.0	2.0	12	1997-08-31
Board of Trustees of School Dist. No. 7, teachers-elem./sec., Edmonton (Alta.)	4,000	1.8	1.8	12	1997-08-31
Board of School Trustees of School Dist. No. 57, office/clerical & maint., Prince George (B.C.)	1,010	0.5	0.0	24	1998-08-31
<b>Public Administration (2 agreements)</b>	<b>1,945</b>	<b>0.3</b>	<b>0.3</b>	<b>15.3</b>	-
Niagara Reg. Police Services Board, police off. (Ont.)	530	1.0	1.0	24	1997-12-31
City of Winnipeg, police off./clerical (Man.)	1,415	0.0	0.0	12	1996-12-22
<b>Agreements with COLA (2 agreements)</b>	<b>11,560</b>	<b>2.2</b>	<b>1.2</b>	<b>34.6</b>	
<b>Agreements without COLA (32 agreements)</b>	<b>45,205</b>	<b>1.5</b>	<b>1.2</b>	<b>19.0</b>	
<b>All agreements (34 agreements)</b>	<b>56,765</b>	<b>1.6</b>	<b>1.2</b>	<b>22.2</b>	

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**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustments in base rates)

	1994			1995			1996			1997			Date*	Year to Date*	Sep	Dec	Mar	1997		
	1	2	3	4	1	2	3	4	1	2	3	4			Nov	May	Feb	Mar	April	May
<b>All Industries/Jurisdictions</b>																				
Average Annual Increase	0.3	0.9	0.9	0.9	0.5	0.7	1.2	1.6	1.4	1.7	2.0	1.0	1.8	1.6	2.1	1.6				
Non-COLA	0.2	0.8	0.6	0.6	0.4	0.7	0.9	0.6	1.3	1.6	0.9	0.8	1.8	1.6	2.0	1.5				
COLA	1.3	1.4	2.7	2.4	2.0	3.2	2.7	2.9	2.5	3.4	1.7	2.3	2.2	2.7	2.2					
<b>First Year Increase</b>	-0.1	0.4	0.8	0.5	0.5	1.1	1.2	0.9	1.4	1.8	0.7	1.5	1.0	1.9	1.2					
Non-COLA	-0.2	0.4	0.5	0.3	0.4	0.8	0.4	0.8	1.3	0.7	0.6	1.5	0.9	1.9	1.2					
COLA	0.6	0.8	2.3	2.5	1.5	3.1	2.2	2.2	2.0	3.1	0.9	1.9	2.2	3.0	1.2					
<b>Industries</b>																				
Primary Industries	1.1	2.5	1.6	0.0	1.9	1.5	-	2.8	2.4	1.5	2.8	2.3	2.3	2.8	-	1.8	2.7			
Manufacturing	2.0	2.4	3.1	2.6	2.6	3.1	3.4	2.2	2.5	3.3	2.3	2.5	2.5	2.2	3.7	2.7				
Construction	0.2	1.0	0.3	0.5	0.0	1.1	0.6	-	2.5	0.6	-	2.5	-	-	2.4	2.9				
Transp., Comm. & Util.	1.0	1.1	0.9	0.6	0.9	0.6	0.7	1.1	2.1	1.8	0.7	1.7	1.3	0.8	1.6	1.4				
Trade-Finance	0.1	0.9	0.6	2.1	0.3	0.1	0.8	0.6	1.9	1.4	0.3	2.4	1.0	2.6	3.0					
Services	-0.1	0.6	0.6	0.4	0.6	1.0	0.0	1.0	0.9	0.5	0.0	1.2	1.7	0.8	0.7					
Public Administration	0.1	0.6	0.3	0.0	0.4	0.3	1.2	0.9	1.0	0.5	1.3	1.0	0.9	1.6	0.3					
<b>Jurisdictions</b>																				
Newfoundland	0.0	0.7	2.0	1.0	2.6	3.3	-	2.0	1.7	-	2.0	0.0	-	-	0.0					
Prince Edward Island	-4.1	1.7	2.6	1.4	1.3	3.5	-	-	-	2.3	-	-	-	-	-	-	-	-	-	
Nova Scotia	-0.5	1.2	1.5	1.3	1.3	2.6	0.0	-	-	0.0	-	-	-	-	-	-	-	-	-	
New Brunswick	1.0	1.0	1.6	-	1.3	3.7	2.2	0.9	1.1	0.6	1.5	1.8	-	1.8						
Quebec	1.4	0.8	1.5	1.2	1.9	1.8	1.4	1.9	2.7	1.6	2.0	2.8	1.8	3.0	2.8					
Ontario	0.3	1.0	1.1	0.2	0.9	1.3	2.1	0.6	1.1	2.3	0.8	1.2	0.5	1.6	0.8					
Manitoba	1.6	0.4	0.2	0.1	0.1	0.9	0.1	0.1	1.2	1.0	1.4	0.3	-	-	0.0					
Saskatchewan	1.0	1.9	1.1	1.6	0.9	1.0	0.0	1.6	0.0	0.0	1.6	0.9	-	0.8	1.9					
Alberta	-1.6	-0.4	0.8	0.9	0.5	0.8	2.5	2.3	2.2	0.0	0.9	2.3	2.4	2.3	1.8					
British Columbia	1.6	1.3	0.6	1.0	0.5	0.8	1.2	1.0	1.6	1.2	1.0	1.9	-	2.2	0.5					
Multi-Province	2.7	1.1	2.5	-	2.3	-	2.6	-	-	2.6	-	-	-	-	-					
Federal Jurisdiction	0.4	1.0	0.5	0.7	0.5	0.0	0.6	1.8	1.7	1.2	1.3	1.2	0.8	1.5	1.4					
Public Sector	0.0	0.6	0.5	0.2	0.6	0.4	0.4	1.1	1.0	0.5	0.5	1.1	1.6	0.8	0.9					
Private Sector	1.2	1.4	1.9	1.4	1.6	2.0	2.2	2.0	2.4	3.1	1.5	2.5	1.7	2.5	2.8					
<b>Consumer Price Index</b>	0.2	2.1	1.6	1.4	1.4	1.4	2.0	2.1	1.9	1.8	1.8	1.7	2.0	1.7	1.3					

\* January to May

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
Air Canada	Machinists	8,000	June 97
Pipeline Contractors Assn.	Assn. of Plumbers & Pipe Fitting	600	June 97
Ontario Hydro	Professional Employees	5,570	June 97
Inco Ltd. (Ont.)	Steelworkers	4,700	June 97
De Havilland Inc. (Ont.)	CAW	3,400	June 97
Greyhound Lines of Canada	Transit Union	1,400	June 97
CP Rail & St. Lawrence & Hudson	CCROU	4,500	July 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
Govt. of Canada	PSAC, PIPS, SSEA	157,000	Bargaining	Feb./Dec. 97
Radio-Canada	CUPE / CNTU	1,630	Conciliation	April / Sept. 95
Canada Post	CUPW	47,900	Bargaining	July 97
St. Lawrence Seaway	CAW	600	Bargaining	December 96
Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
Govt. of Newfoundland	NAPE	7,500	Bargaining	March 96
Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9,650	Bargaining	March 96
Govt of New Brunswick	N.B. Public Employees	3,255	Bargaining	December 96
Govt of New Brunswick	Nurses	5,400	Bargaining	June 97
Hydro Quebec	Prof. Engineers	1,500	Conciliation	December 95
Ontario Hospitals	CUPE / SEIU	33,800	Mediation	Sept./Oct. 95
Ontario Hospitals	Ontario Nurses Assn.	45,600	Post Med.	March 96
Toronto area public schools (elem.)	various unions	10,600	Bargaining	August 96
Manitoba Hydro-Electric Board	CUPE / IBEW	3,000	Bargaining	Dec. 96/May 97
Govt. of Manitoba	Man. Govt. Emps. Union	13,150	Bargaining	March 97
Saskatchewan Govt.	Saskatchewan Teachers	12,000	Bargaining	December 96
Govt. of Alberta	AUPE	25,000	Bargaining	August 97
Alberta Hospitals	various unions	9,410	Bargaining	March 96/97
City of Edmonton	various unions	3,569	Bargaining	January 97
B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4,400	Tent. Agt.	October 96
Greater Vancouver Reg. District	CUPE	8,991	Bargaining	December 96
B.C. Hydro & Power	Office & Prof. Empls. Intl. Union	2,700	Mediation	March 97
<b>Private Sector</b>				
Air Canada	CUPE	3,300	Tent. Agt.	October 96
Canadian Pacific Ltd.	Transp., Comm. Int'l Union / IBEW	2,656	Tent. Agt.	December 96
Pipeline Contractors Assn.	various unions	2,800	Bargaining	April 97
Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
Lakehead Terminal Elevators Assn.	TCI	820	Bargaining	January 97

(continued)

**CURRENT KEY NEGOTIATIONS** (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94
•Brewers Retail (Ont.)	UFCW	4,800	Conciliation	December 96
•Falconbridge (Ont.)	CAW	1,300	Bargaining	July 97
•Alta. Constr. Labour Rel. Assn. and others	various unions	7,045	Bargaining	April 97
•Great Atlantic & Pacific Co.	UFCW	9,500	Bargaining	June 97
•B.C. Forest Industries	IWA-Canada	21,285	Bargaining	June 97
•B.C. Pulp & Paper Cos.	various unions	8,765	Bargaining	April 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Govt. of New Brunswick	Teachers	8,000	August 97
•Ontario Education	various unions	16,735	August 97
•Motor Coach Industries (Man.)	Machinists	1,200	September 97
•Govt. of Saskatchewan	Sask. Govt. empls' Union	8,300	September 97
•B.C. Hydro & Power Authority	IBEW	1,850	September 97
•Council of Marine Carriers (B.C.)	Cdn. Merchant Service Guild & Intl. Longshoremen's Union	1,450	September 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the

unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



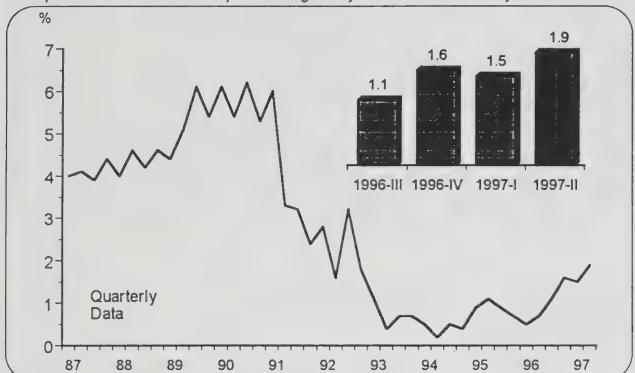


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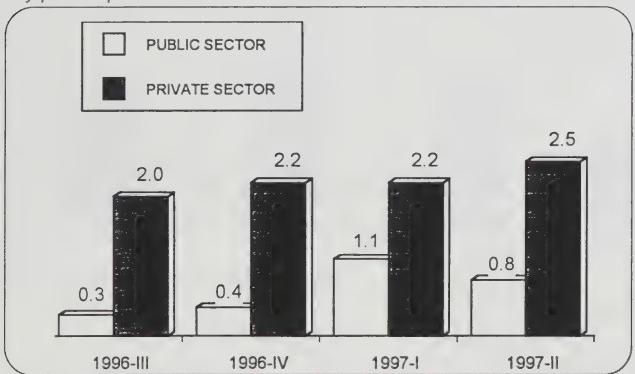
## THE WAGE SETTLEMENTS BULLETIN

August 1997  
Volume 8, Issue 8

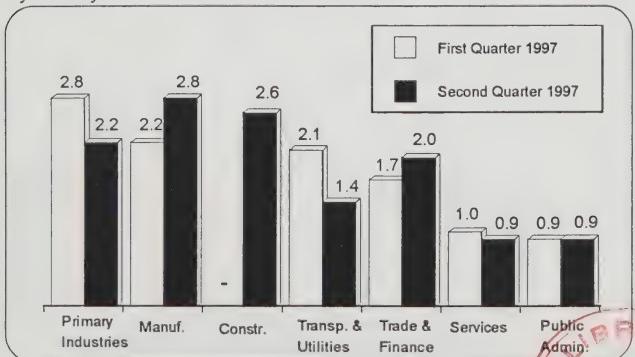
### Perspective on base rate percentage adjustments from major settlements



### Base rate percentage adjustments from major settlements, by public / private sectors



### Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

SER 17 1007

(cont'd on page 5)

## June 97

•Wage adjustments from collective bargaining settlements ratified during the month of June averaged **1.8 per cent**, up from 1.4 per cent in May, but down from 2.2 per cent in April.

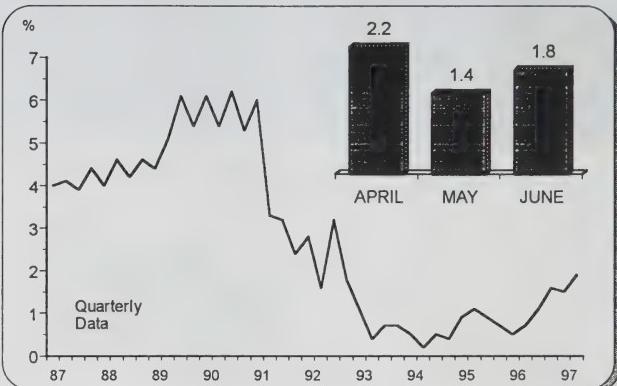
•The June results are based on 38 settlements covering 66,700 employees. When the parties to these contracts last negotiated - with an average contract duration of 25 months - the resulting wage adjustments averaged 0.6 per cent, compared to the 1.8 per cent in their June settlements.

•For 23,370 public sector employees in 20 settlements, wage adjustments averaged **1.1 per cent** in June, up from 0.6 per cent in May, and 0.8 per cent in April. The Ontario education sector accounted for 11 agreements (including 2 universities) covering 12,350 employees; wage adjustments ranged from a wage freeze in 4 of these contracts to 2.2 per cent for 880 academic staff and librarians with the University of Ottawa. In the municipal sector, there were 2 settlements between the City of Calgary and its 2,610 inside employees (averaging 0.9 per cent), and 1,130 police officers (averaging 0.7 per cent).

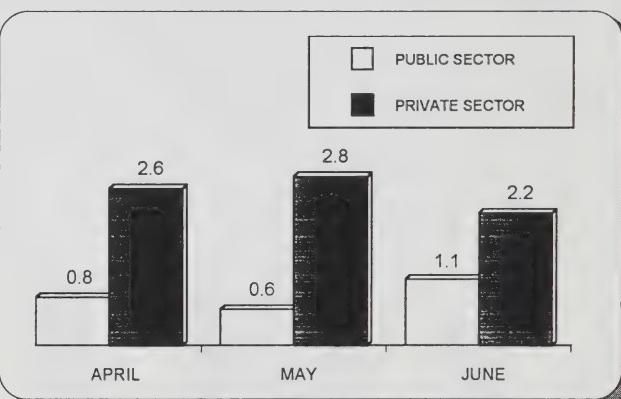
•In the **private sector**, 18 settlements provided 43,330 employees with annual average wage adjustments of **2.2 per cent** down from 2.8 per cent in May, and 2.6 per cent in April. Private sector wage adjustments in June ranged from a wage freeze for 1,400 drivers with Greyhound Lines of Canada, to 3.8 per cent for 650 production employees with Bertrand Faure Ltd., in Ontario. Inco Ltd. in Sudbury settled with 4,700 mine employees for wage increases averaging 2.2 per cent; Air Canada settled with 7,630 employees for wage gains averaging 3.0 per cent; Canada Safeway reached an agreement with 10,500 retail employees for wage increases averaging 1.5 per cent.

•On a regional/jurisdictional basis, the largest proportion of employees covered in June settlements was in Ontario (43.0 per cent of total employees with an average adjustment of 1.5 per cent), followed by the Prairie provinces (35.8 per cent of employees, with an average

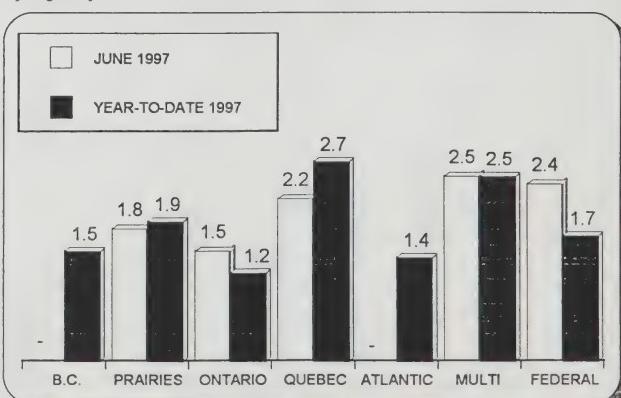
*Perspective on base rate percentage adjustments from major settlements*



*Base rate percentage adjustments from major settlements, by industry*



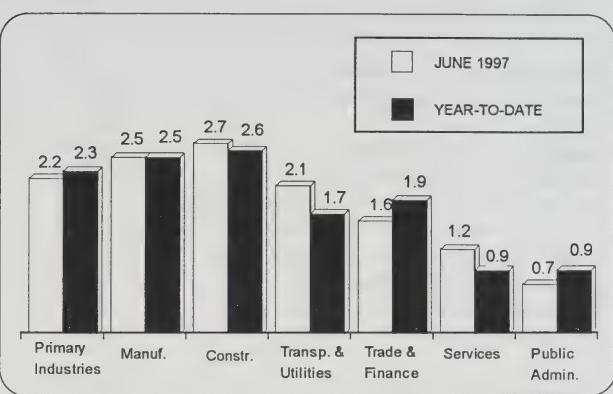
*Base rate percentage adjustments from major settlements, by region/jurisdiction*



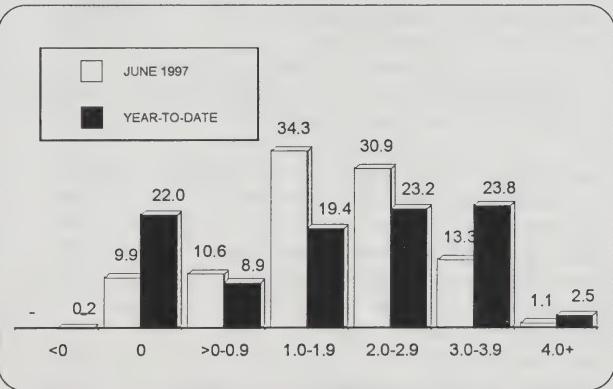
(cont'd on page 5)

• On an industry basis, the largest concentration of employees (19,210 or 28.8 per cent of all employees) in June's settlements was in the Services sector, with wage adjustments averaging 1.2 per cent. Wage adjustments ranged from 0.7 per cent in Public Administration (3 agreements covering 4,260 employees), to 2.7 per cent in Construction (2 agreements covering 4,600 employees). In the Manufacturing sector, wage adjustments averaged 2.5 per cent (7 agreements covering 6,830 employees); in Transportation, Communications and other Utilities, 2.1 per cent (4 agreements covering 15,700 employees); and in the Trade sector, 1.6 per cent (4 agreements covering 11,400 employees). In Primary industries, a single agreement (Inco Ltd.) covering 4,700 mine employees provided a wage increase of 2.2 per cent..

*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



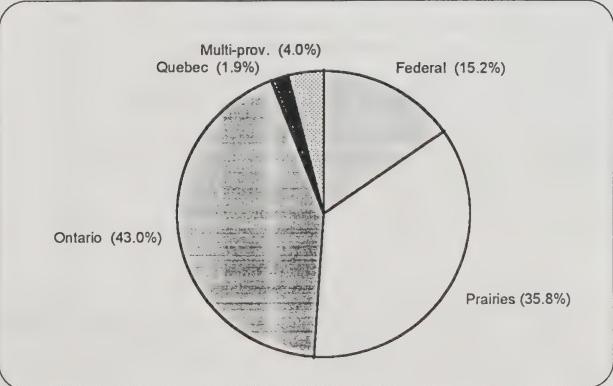
• Wage rates were frozen in 6 agreements covering 6,610 employees (9.9 per cent of all employees in the month's settlements). Four agreements involving 7,040 employees (10.6 per cent of all employees) provided for increases of less than 1.0 per cent. The majority of settlements covering 43,450 employees (65.2 per cent) provided for increases of 1.0 per cent to 2.9 per cent. Four agreements involving 9,600 employees (14.4 per cent) resulted in increases of 3.0 per cent or more.

• The distribution of settlements and employees by region/jurisdiction for the month of June is shown in the accompanying chart and in the table below:

**Amts.                  Empls.**

Quebec	2	1,260
Ontario	19	28,710
Prairies	11	23,900
Multi-province	3	2,700
Federal	3	10,130

*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN JUNE**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (1 agreement)</b>					
Inco Ltd., mine employees, Sudbury (Ont.)	4,700	2.2	3.3	36	.
	4,700	2.2*	3.3	36	2000-05-31
<b>Manufacturing (7 agreements)</b>					
Christie Brown & Co.' production, Montreal (Que.)	510	1.6	1.5	48	2001-04-30
CAE Electronique ltée, production, St-Laurent (Que.)	750	2.6	2.2	36	2000-06-19
Cuddy Food Products, production, London (Ont.)	890	2.8	2.9	36	2000-05-31
Christie Brown & Co., production, Toronto (Ont.)	630	1.6	1.5	48	2001-04-30
Bertrand Faure Ltd., production (Ont.)	650	3.8	5.6	36	2000-05-17
Bombardier de Havilland Inc., production (Ont.)	2,800	2.5*	2.2	36	2000-06-22
Bombardier de Havilland Inc., office (Ont.)	600	2.6*	2.3	36	2000-06-22
<b>Construction (2 agreements)</b>					
Alta. Construction Labour Rel. Assn., labourers (Alta.)	4,000	2.7	2.3	24	1999-04-30
Pipe Line Constr. Assn. of Canada (system-wide)	600	3.0	3.7	36	2000-04-30
<b>Transp., Comm. &amp; Utilities (4 agreements)</b>					
Ontario Hydro, professionals, (Ont.)	5,570	1.7	1.8	24	1998-12-31
Greyhound Lines of Canada Ltd., drivers (system-wide)	1,400	0.0	0.0	24	1998-12-31
TELUS Communications Inc., admin.services (Alta.)	1,100	1.0	1.5	24	1997-12-23
Air Canada, engineers & cargo (system-wide)	7,630	3.0	3.0	24	1999-06-14
<b>Trade &amp; Finance (4 agreements)</b>					
Canada Safeway Limited, retail (Northern Alta.)	650	1.5	0.0	60	2001-03-16
Canada Safeway Limited, retail (Alta.)	9,200	1.5	0.0	60	2001-03-16
Canada Safeway Limited, retail (Southern Alta.)	650	1.5	0.0	60	2001-03-16
Finning Ltd., service & warehouse (multi-prov.)	900	2.5	2.0	36	2000-04-14
<b>Community, Business &amp; Personal Services (17 agreements)</b>					
Waterloo Cty Brd Education, teachers-elementary (Ont.)	900	1.0	0.0	24	1998-08-31
London Brd Education, teachers-secondary, (Ont.)	1,130	0.0	0.0	24	1998-08-30
Wellington Cty Brd Education, teachers-elementary (Ont.)	900	1.0	0.6	24	1998-08-31
Carleton University, academic staff, Ottawa (Ont.)	660	0.0	0.0	12	1998-04-30
Waterloo Cty Brd Education, teachers-secondary (Ont.)	1,450	0.5	0.0	24	1998-08-31
Durham Brd Education, teachers-secondary (Ont.)	1,400	0.0	0.0	24	1998-08-31
University of Ottawa, academic staff, librarians (Ont.)	880	2.2	2.0	23	1998-04-01
Simcoe County Brd Education, teachers-elementary (Ont.)	1,850	0.5	0.0	22	1998-06-26
Wentworth Cty Brd Education, teachers-elementary (Ont.)	780	1.0	0.0	24	1998-08-31
Durham Reg. R.C.S.S.B., teachers-elementary (Ont.)	900	1.2	1.2	12	1997-08-31
Halton Brd Education, teachers-elementary, (Ont.)	1,500	0.0	0.0	24	1998-08-31
Extendicare Health Services Inc., non-medical (Sask.)	570	1.0	0.0	36	1997-12-31
Parkland School Division No. 70, teachers (Alta.)	500	1.9	1.9	12	1997-08-31

(Continued on next page)

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN JUNE (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Northern Alberta Institute of Technology, academic (Alta.)	720	4.1	4.1	12	1998-06-30
Calgary RCSS District No.1, teachers (Alta.)	2,120	2.3	1.8	24	1998-08-31
University of Alberta, academic staff (Alta.)	1,750	2.3	0.6	36	2000-06-30
NDT Management Association, technical (multi-prov.)	1,200	2.3	2.1	36	2000-04-30
<b>Public Administration (3 agreements)</b>	<b>4,260</b>	<b>0.7</b>	<b>0.0</b>	<b>62.5</b>	
Ontario Housing Corp., maint., Toronto (Ont.)	520	0.0	0.0	12	1998-03-31
City of Calgary, inside empls.(Alta.)	2,610	0.9	0.0	84	1999-12-31
City of Calgary, police (Alta.)	1,130	0.7	0.0	36	1997-12-31
<b>Agreements with COLA (3 agreements)</b>	<b>8,100</b>	<b>2.4</b>	<b>2.9</b>	<b>36.0</b>	
<b>Agreements without COLA (35 agreements)</b>	<b>58,600</b>	<b>1.7</b>	<b>1.2</b>	<b>34.6</b>	
<b>All agreements (38 agreements)</b>	<b>66,700</b>	<b>1.8</b>	<b>1.4</b>	<b>34.7</b>	

**First Half 1997 (cont'd from page 1)**

year 1996); Manufacturing industries, 2.5 per cent (3.1 per cent in 1996); Construction, 2.6 per cent (0.3 per cent); Transportation Communication and Utilities, 1.7 per cent (0.8 per cent); Trade and Finance, 1.9 per cent (0.6 per cent); Community, Business and Personal Services, 0.9 percent (0.6 percent); Public Administration 0.9 per cent, (0.2 per cent).

First-half 1997 wage adjustments by region/jurisdiction, with 1996 averages in parentheses were: Atlantic Canada, 1.4 per cent (1.8); Quebec, 2.7 per cent (1.5); Ontario, 1.2 per cent (1.1); Prairie provinces, 1.9 per cent (0.6); British Columbia 1.5 per cent (0.6); Federal jurisdiction, 1.7 per cent (0.5).

**June 97 (cont'd from page 2)**

an average adjustment of 1.8 per cent; most of these were in Alberta); the Federal jurisdiction followed (15.2 per cent of employees, with an average adjustment of

2.4 per cent) and Quebec (1.9 per cent of employees, with an average adjustment of 2.2 per cent) and There were no settlements in British Columbia and Atlantic Canada.

## WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	1994	1995	1996	1996			1997		1997			Year to Date *
				2	3	4	1	2	Apr	May	Jun	
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustments	0.3	0.9	0.9	0.7	1.1	1.6	1.5	1.9	2.2	1.4	1.8	1.7
Non-COLA	0.2	0.8	0.6	0.6	0.8	0.6	1.4	1.8	2.1	1.4	1.7	1.7
COLA	1.3	1.4	2.7	2.1	3.2	2.7	2.9	1.9	2.7	1.2	2.4	2.1
First Year Increase	-0.1	0.4	0.7	0.4	1.1	1.3	0.9	1.6	2.0	1.2	1.4	1.4
Non-COLA	-0.2	0.4	0.4	0.3	0.8	0.5	0.8	1.6	2.0	1.2	1.2	1.3
COLA	0.6	0.8	2.3	1.6	3.1	2.2	2.2	2.1	3.0	1.2	2.9	2.2
<b>Industries</b>												
Primary Industries	1.1	2.5	1.7	1.9	1.5	-	2.8	2.2	1.8	2.7	2.2	2.3
Manufacturing	2.0	2.4	3.1	2.6	3.1	3.4	2.2	2.8	3.7	2.7	2.5	2.5
Construction	0.2	1.0	0.3	0.0	1.1	0.6	-	2.6	2.6	2.9	2.7	2.6
Transp. & Communication	1.0	1.1	0.8	0.6	0.7	1.1	2.1	1.4	1.5	0.4	2.1	1.7
Trade-Finance	0.1	1.0	0.6	0.3	0.1	0.8	1.7	2.0	2.5	3.0	1.6	1.9
Services	-0.1	0.6	0.6	0.6	1.0	0.0	1.0	0.9	0.8	0.7	1.2	0.9
Public Administration	0.1	0.6	0.2	0.4	0.1	1.2	0.9	0.9	1.6	0.3	0.7	0.9
<b>Jurisdictions</b>												
Newfoundland	0.0	0.7	2.0	2.6	3.3	-	2.0	0.0	-	0.0	-	1.7
Prince Edward Island	-4.1	1.7	1.7	1.3	1.6	-	-	-	-	-	-	-
Nova Scotia	-0.5	1.2	1.5	1.3	2.6	0.0	-	-	-	-	-	-
New Brunswick	1.0	1.0	1.7	1.5	3.7	2.2	0.9	1.8	1.8	-	-	1.1
Quebec	1.3	0.8	1.5	1.9	1.8	1.4	1.9	2.9	2.9	2.8	2.2	2.7
Ontario	0.3	1.0	1.1	0.8	1.3	2.1	0.7	1.4	1.6	0.8	1.5	1.2
Manitoba	1.6	0.4	0.2	0.1	0.9	0.1	1.2	0.0	-	0.0	-	1.0
Saskatchewan	1.0	1.9	1.1	1.0	1.0	0.0	1.6	0.9	0.8	1.9	1.0	1.0
Alberta	-1.6	-0.3	0.8	0.5	0.8	2.5	2.2	2.2	3.3	1.8	1.8	2.2
British Columbia	1.6	1.3	0.6	0.5	0.8	1.2	1.0	1.8	2.1	0.5	-	1.5
Multi-Province	2.5	1.1	2.5	2.3	-	2.6	-	2.5	-	-	2.5	2.5
Federal Jurisdiction	0.4	1.0	0.5	0.5	0.1	0.6	2.0	1.3	1.5	0.4	2.4	1.7
<b>Public Sector</b>												
Private Sector	0.0	0.6	0.4	0.5	0.3	0.4	1.1	0.8	0.8	0.6	1.1	0.9
Consumer Price Index	0.2	2.1	1.6	1.4	1.4	1.4	2.1	1.7	1.7	1.5	1.8	1.9

\* January to June

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Air Canada	CUPE	3,300	July 97
•Brewers Retail (Ont.)	UFCW	4,800	August 97
•Great Atlantic & Pacific Co. (Ont.)	UFCW	9,500	August 97
•Canadian Pacific Ltd. (Western Canada)	Transp., Comm. Int'l Union/IBEW	2,000	July 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<u>Public Sector</u>				
•Govt. of Canada	PSAC, PIPS, SSEA	157,000	Bargaining	Feb./Dec. 97
•Radio-Canada	CUPE / CNTU	1,630	Conciliation	April / Sept. 95
•Canada Post	CUPW	47,900	Bargaining	July 97
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7,500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9,650	Bargaining	March 96
•Govt. of New Brunswick	N.B. Public Employees	3,255	Bargaining	December 96
•Govt. of New Brunswick	Nurses	5,400	Bargaining	June 97
•Hydro Quebec	Prof. Engineers	1,500	Conciliation	December 95
•Ontario Hospitals	CUPE / SEIU	33,800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45,600	Post Med.	March 96
•Toronto area public schools (elem.)	various unions	10,600	Bargaining	August 96
•Manitoba Hydro-Electric Board	CUPE / IBEW	3,000	Tent/Conc.	Dec. 96/May 97
•Govt. of Manitoba	Man. Govt. Empls. Union	13,150	Tent/Conc.	March 97
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	Bargaining	December 96
•Govt. of Alberta	AUPE	22,500	Bargaining	August 97
•Alberta Hospitals	various unions	9,410	Barg./Med.	March 96/97
•City of Edmonton	various unions	3,569	Bargaining	January 97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4,400	Mediation	October 96
•Greater Vancouver Reg. District	CUPE	8,991	Barg./Tent.	December 96
•B.C. Hydro & Power	Office & Prof. Emps. Intl. Union	2,700	Mediation	March 97

Private Sector

•Canadian Pacific (SL & H Railway)	Transp., Comm. Int'l Union / IBEW	600	Bargaining	December 96
•Pipeline Contractors Assn.	various unions	2,800	Bargaining	April 97
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Lakehead Terminal Elevators Assn.	TCI	820	Conciliation	January 97

(continued)

**CURRENT KEY NEGOTIATIONS (Continued)**

Employer	Union	Number of employees	Status of neg.	Expiry month
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94
•Falconbridge (Ont.)	CAW	1,300	Work Stop.	July 97
•Alta. Constr. Labour Rel. Assn.	various unions	3,045	Bargaining	April 97
•B.C. Forest Industries	IWA-Canada	21,285	Barg./Tent.	June 97
•B.C. Pulp & Paper Cos.	various unions	8,765	Barg./W.S.	April 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Govt. of New Brunswick	Teachers	8,000	August 97
•Toronto Area Public Schools	Ont. Secondary Teachers	7,860	August 97
•Motor Coach Industries (Man.)	Machinists	1,200	September 97
•Govt. of Saskatchewan	Sask. Govt. Empls' Union	8,300	September 97
•B.C. Hydro & Power Authority	IBEW	1,850	September 97
•Council of Marine Carriers (B.C.)	Cdn. Merchant Service Guild & Intl. Longshoremen's Union	1,450	September 97
•Govt. of Nova Scotia	N.S. Teachers	10,600	October 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the

unionized workforce and 20 per cent of non-agricultural paid employment.

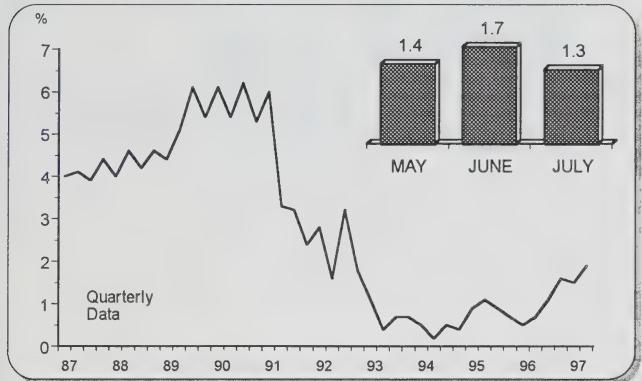
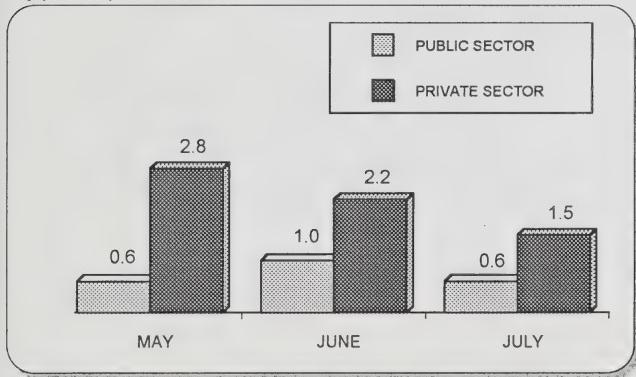
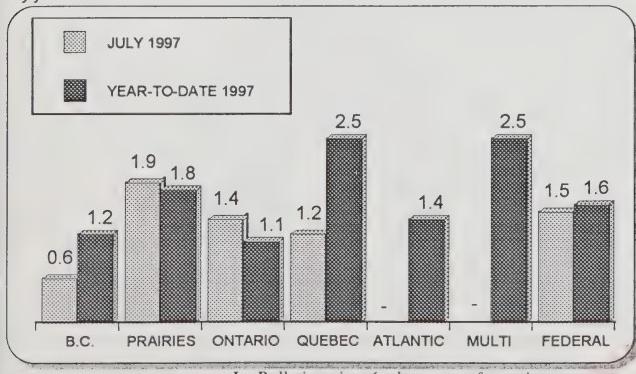
**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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# THE WAGE SETTLEMENTS BULLETIN

September 1997  
Volume 8, Issue 9

Perspective on base rate percentage adjustments from major settlements

Base rate percentage adjustments from major settlements,  
by public / private sectorsBase rate percentage adjustments from major settlements,  
by jurisdiction

Le Bulletin existe également en français.

**July 1997**

- Wage adjustments from major collective bargaining agreements ratified during the month of **July** averaged **1.3 per cent**, down from the **1.7 per cent** increase in **June** and below the **1.6 per cent** average for the year-to-date 1997. The July results are based on a relatively low survey coverage - 30,250 employees in 14 agreements. In the first six months of 1997, the average monthly coverage was approximately 60,243 employees and 33 settlements.

- When the parties to the July settlements previously negotiated, the resulting wage adjustments averaged **1.2 per cent** compared to the **1.3 per cent** figure negotiated in the current round of settlements.

- **Public sector** wage adjustments averaged **0.6 per cent** in July, lower than the **1.0 per cent** figure recorded in June, but the same as the May figure. The July public sector results are based on a coverage of 5,620 employees in 5 agreements. Wage adjustments in the public sector ranged from wage freezes for 1,000 medical employees at the Childrens' Hospital of Eastern Ontario and 2,000 academic staff at the University of British Columbia, to a high of 2.6 per cent for 700 police officers with the City of York, in Ontario.

- In the **private sector**, 9 agreements covering 24,630 employees were ratified in July, with the resulting wage settlements averaging **1.5 per cent**. This represents a decrease from **2.2 per cent** in June and **2.8 per cent** in May. Private sector adjustments in July ranged from a wage freeze for 4,820 operating employees with Canadian Pacific Ltd., to 3.4 per cent for 950 plant employees with Prevost Car Inc.

- On a regional/jurisdictional basis, the largest concentration of employees in July was in the **Federal jurisdiction** with **9,550 employees** (31.5 per cent of all employees) in 2 settlements, receiving wage adjustments averaging **1.5 per cent**. In **Quebec**, **6,450 employees** in 3 private sector agreements received

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Canada

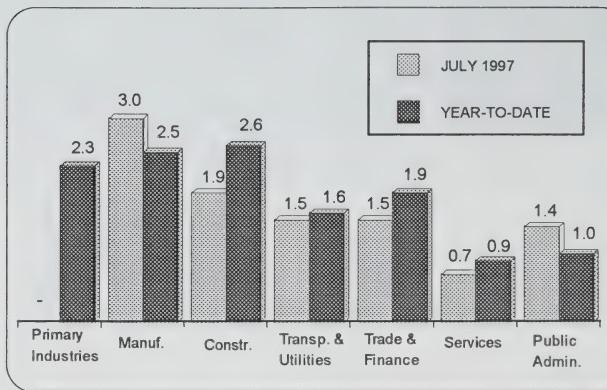
•On an industry basis, the largest concentration of employees (9,820 or 32 per cent of all employees) in July's settlements was in the Services sector; this sector also had the lowest overall increases with wage adjustments averaging 0.7 per cent. The largest average wage increases were in Manufacturing at 3.0 per cent, but with a coverage of only 1,450 employees in 2 agreements. In Construction, 2 agreements with the Alberta Construction Labour Relations Association provided 4,000 carpenters and 530 sheet metal workers wage increases averaging 1.9 per cent. In Transportation, Communications and other Utilities, 2 agreements (C.P. Rail and Air Canada) provided 9,550 employees with wage adjustments averaging 1.5 per cent; in Trade, a single agreement with National Grocers provided 3,000 retail employees in Ontario with wage increases averaging 1.5 per cent; in Public Administration, 2 agreements provided 1,900 employees with wage gains averaging 1.4 per cent.

•Wage rates were frozen in 3 agreements covering 7,820 employees (25.9 per cent of all employees in the month's settlements). Two agreements involving 6,200 employees (20.5 per cent of all employees) provided for increases of less than 1.0 per cent. Five settlements covering 9,350 employees (30.9 per cent) provided for increases of 1.0 per cent to 1.9 per cent. Four agreements involving 6,880 employees (22.8 per cent) resulted in increases of 2.0 per cent or more. The largest increase was 3.4 per cent to 950 employees of Prevost Car Inc. in Quebec.

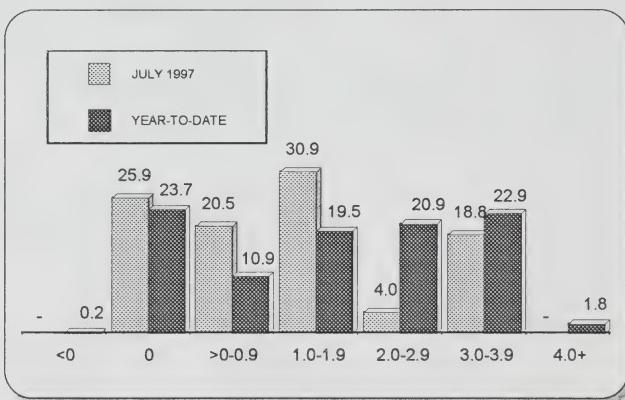
•The distribution of settlements and employees by region/jurisdiction for the month of July is shown in the accompanying chart and in the table below:

	<u>Agt.</u>	<u>Empls.</u>
Quebec	3	6,450
Ontario	3	4,700
Prairies	3	5,250
British Columbia	3	4,300
Federal	2	9,550

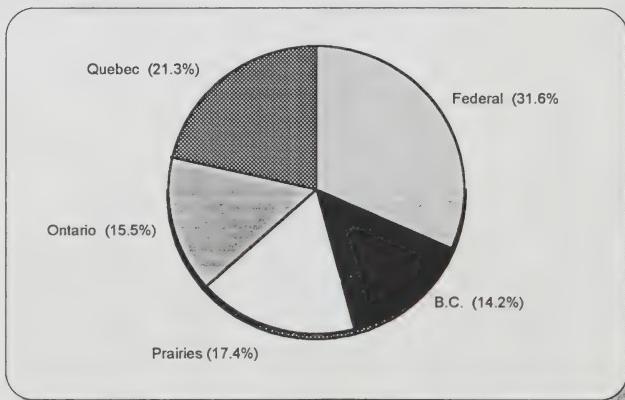
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN JULY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (2 agreements)</b>	<b>1,450</b>	<b>3.0</b>	<b>3.2</b>	<b>36.0</b>	.
Produits Johnson & Johnson Inc., production (Que.)	500	2.1	2.0	36	2000-04-30
Prevost Car Inc., production, Ste-Claire (Que.)	950	3.4*	3.9	36	2000-06-30
<b>Construction (2 agreements)</b>	<b>4,530</b>	<b>1.9</b>	<b>0.0</b>	<b>48.0</b>	.
Alta. Const. Lab. Rels. Assn., carpenters (Alta.)	4,000	1.9	0.0	48	1999-04-30
Alta Const. Lab. Rel. Assn., sheet metal workers (Alta.)	530	1.9	0.0	48	1999-04-30
<b>Transp., Comm. &amp; Utilities (2 agreements)</b>	<b>9,550</b>	<b>1.5</b>	<b>1.5</b>	<b>17.9</b>	.
Canadian Pacific Ltd, operating empls.(system-wide)	4,820	0.0	0.0	12	1998-12-31
Air Canada, flight attendants (system-wide)	4,730	3.0	3.0	24	1998-10-31
<b>Trade &amp; Finance (1 agreement)</b>	<b>3,000</b>	<b>1.5</b>	<b>2.3</b>	<b>66.0</b>	.
National Grocers Retail, retail empls., (Ont.)	3,000	1.5	2.3	66	2002-07-08
<b>Community, Business &amp; Personal Services (5 agreements)</b>	<b>9,820</b>	<b>0.7</b>	<b>0.2</b>	<b>31.7</b>	.
Ass.Ent.Serv.d'edifices Quebec Inc., custodial (Que.)	5,000	0.7	0.0	37	2000-07-08
S.C. Ottawa Health Service, service empls. (Ont.)	1,000	0.0	0.0	24	1998-03-31
Southern Alberta Institute of Tech., services (Alta.)	720	1.4	1.1	36	1999-06-30
University of British Columbia, academic staff (B.C.)	2,000	0.0	0.0	12	1997-06-30
White Spot Limited, restaurant empls. (B.C.)	1,100	1.7	1.5	48	2000-01-15
<b>Public Administration (2 agreements)</b>	<b>1,900</b>	<b>1.4</b>	<b>0.7</b>	<b>40.4</b>	.
City of York, police officers, Newmarket (Ont.)	700	2.6	2.0	48	1999-12-31
City of Surrey, inside empls. (B.C.)	1,200	0.7	0.0	36	1999-12-31
<b>Agreements with COLA (1 agreement)</b>	<b>950</b>	<b>3.4</b>	<b>3.9</b>	<b>36.0</b>	
<b>Agreements without COLA (13 agreements)</b>	<b>29,300</b>	<b>1.3</b>	<b>0.9</b>	<b>33.9</b>	
<b>All agreements (14 agreements)</b>	<b>30,250</b>	<b>1.3</b>	<b>1.0</b>	<b>34.0</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**Note:** Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

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wage increases averaging 1.2 per cent; in Ontario, 4,700 employees in 3 agreements received wage adjustments averaging 1.4 per cent; in Alberta, 5,250 employees in 3 agreements received wage gains averaging 1.9 per cent and in British Columbia, 4,300 employees

in 3 contracts received wage adjustments averaging 0.6 per cent. There were no settlements in all other jurisdictions.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustments in base rates)

	1994	1995	1996	1996	1996	1997	1997	Year to Date *	Nov	Feb	May	May	Jun	Jul	1997
			2	3	4	1	2	Jan	Apr	Jul	May	Jun	Jul		
<b>All Industries/Jurisdictions</b>															
Average Annual Adjustment	0.3	0.9	0.9	0.7	1.1	1.6	1.4	1.8	1.6	1.2	1.8	1.5	1.4	1.7	1.3
Non-COLA	0.2	0.8	0.6	0.6	0.8	0.6	1.3	1.8	1.6	0.8	1.7	1.5	1.4	1.6	1.3
COLA	1.3	1.4	2.7	2.1	3.2	2.7	2.4	1.9	2.1	2.1	2.5	1.7	1.2	2.4	3.4
First Year Increase	-0.1	0.4	0.7	0.4	1.1	1.3	0.9	1.6	1.3	0.9	1.5	1.2	1.1	1.4	1.0
Non-COLA	-0.2	0.4	0.4	0.3	0.8	0.5	0.8	1.6	1.2	0.6	1.4	1.1	1.1	1.2	0.9
COLA	0.6	0.8	2.3	1.6	3.1	2.2	2.2	2.1	2.2	1.5	2.5	2.0	1.2	2.9	3.9
<b>Industries</b>															
Primary Industries	1.1	2.5	1.7	1.9	1.5	-	2.8	2.2	2.3	-	2.3	2.3	2.7	2.2	-
Manufacturing	2.0	2.4	3.1	2.6	3.1	3.4	2.2	2.8	2.5	3.0	2.6	2.7	2.7	2.5	3.0
Construction	0.2	1.0	0.3	0.0	1.1	0.6	-	2.7	2.6	0.6	2.6	2.7	2.9	2.8	1.9
Transp. & Communication	1.0	1.1	0.8	0.6	0.7	1.1	1.9	1.4	1.6	1.4	1.4	1.4	1.4	0.4	2.1
Trade-Finance	0.1	1.0	0.6	0.3	0.1	0.8	1.6	2.0	1.9	1.1	2.2	1.7	3.0	1.6	1.5
Services	-0.1	0.6	0.6	0.6	1.0	1.2	0.9	0.9	0.9	0.0	1.1	0.8	0.7	1.1	0.7
Public Administration	0.1	0.6	0.2	0.4	0.1	1.2	0.9	0.9	1.0	1.3	1.2	0.8	0.3	0.7	1.4
<b>Jurisdictions</b>															
Newfoundland	0.0	0.7	2.0	2.6	3.3	-	2.0	0.0	1.7	-	2.0	0.0	0.0	-	-
Prince Edward Island	-4.1	1.7	1.7	1.3	1.6	-	-	-	-	-	-	-	-	-	-
Nova Scotia	-0.5	1.2	1.5	1.3	2.6	0.0	-	-	-	-	-	-	-	-	-
New Brunswick	1.0	1.0	1.7	3.7	2.2	0.9	1.8	1.1	2.2	1.1	-	-	-	-	-
Quebec	1.3	0.8	1.5	1.9	1.8	1.4	1.9	2.8	2.5	1.1	2.7	2.2	2.8	1.3	1.2
Ontario	0.3	1.0	1.1	0.8	1.3	2.1	0.6	1.4	1.1	1.3	1.2	1.2	0.8	1.4	1.4
Manitoba	1.6	0.4	0.2	0.1	0.9	0.1	0.5	0.0	0.4	0.1	0.9	0.0	0.0	-	-
Saskatchewan	1.0	1.9	1.1	1.0	0.0	1.6	0.9	1.0	0.6	0.9	1.5	1.0	-	-	-
Alberta	-1.6	-0.3	0.8	0.5	0.8	2.5	2.2	2.2	2.2	1.1	2.6	1.9	1.8	1.9	1.9
British Columbia	1.6	1.3	0.6	0.5	0.8	1.2	1.0	1.8	1.2	0.8	1.9	0.6	0.5	-	0.6
Multi-Province	2.5	1.1	2.5	2.3	-	2.6	-	2.5	-	-	2.5	-	2.5	-	-
Federal Jurisdiction	0.4	1.0	0.5	0.5	0.1	0.6	2.0	1.3	1.6	1.4	1.1	1.4	0.4	2.4	1.5
Public Sector	0.0	0.6	0.4	0.5	0.3	0.4	1.0	0.8	0.9	0.4	1.1	0.7	0.6	1.0	0.6
Private Sector	1.2	1.4	1.9	1.6	2.0	2.2	2.1	2.5	2.3	1.8	2.4	2.1	2.8	2.2	1.5
Consumer Price Index	0.2	2.1	1.6	1.4	1.4	1.4	2.1	1.7	1.9	1.9	2.0	1.7	1.5	1.8	1.8

\* January to July

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Manitoba Hydro-Electric Board	IBEW	2,100	August 97
•Greater Vancouver Reg. District	CUPE	3,270	August 97
•Lakehead Terminal Elevators Assn.	TCI	700	August 97
•Falconbridge (Ont.)	CAW	1,430	August 97
•Sydney Steel Corporation (N.S.)	Steelworkers	700	September 97

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Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
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•Canada Post	CUPW	47,900	Conciliation	July 97
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7,500	Bargaining	March 96
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•Govt. of New Brunswick	N.B. Public Employees	3,255	Bargaining	December 96
•Govt. of New Brunswick	Nurses	5,400	Bargaining	June 97
•Govt. of New Brunswick	N.B. Teachers	8,000	Bargaining	August 97
•Govt. of Nova Scotia	N.S. Teachers	10,600	Bargaining	October 97
•Hydro Quebec	Prof. Engineers	1,500	Tent. Agt.	December 95
•Ontario Hospitals	CUPE / SEIU	33,800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45,600	Post Med.	March 96
•Toronto area public schools (elem.)	various unions	10,600	Bargaining	August 96
•Manitoba Hydro-Electric Board	CUPE	900	Bargaining	Dec. 96
•Govt. of Manitoba	Man. Govt. Emps. Union	13,150	Bargaining	March 97
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	Bargaining	December 96
•Govt. of Alberta	AUPE	22,500	Bargaining	August 97
•Alberta Hospitals	various unions	9,410	Barg./Med.	March 96/97
•City of Edmonton	various unions	3,569	Bargaining	January 97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4,400	Mediation	October 96
•Greater Vancouver Reg. District	CUPE	3,670	Med./W.S.	December 96
•B.C. Hydro & Power	Office & Prof. Empls. Intl. Union	2,700	Mediation	March 97
<b>Private Sector</b>				
•Canadian Pacific (SL & H Railway)	Transp., Comm. Int'l Union / IBEW	600	Bargaining	December 96
•Pipeline Contractors Assn.	various unions	2,800	Bargaining	April 97

(continued)

**CURRENT KEY NEGOTIATIONS (Continued)**

Employer	Union	Number of employees	Status of neg.	Expiry month
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94
•Motor Coach Industries (Man.)	Machinists	1,200	Bargaining	September 97
•Alta. Constr. Labour Rel. Assn.	various unions	3,045	Bargaining	April 97
•B.C. Forest Industries	IWA-Canada	21,285	Tent. Agt.	June 97
•B.C. Pulp & Paper Cos.	various unions	8,765	Barg./W.S.	April 97
•Council of Marine Carriers (B.C.)	Cdn. Merchant Service Guild & Intl. Longshoremen's Union	1,450	Bargaining	September 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Bell Network Installation (Ont. & Que.)	CEP	1,000	November 97
•Govt. of Nova Scotia	N.S. Govt. Empls. Assn.	10,130	November 97
•Toronto Area Public Schools	Ont. Secondary Teachers	7,860	August 97
•Govt. of Saskatchewan	Sask. Govt. Empls' Union	8,300	September 97
•B.C. Hydro & Power Authority	IBEW	1,850	September 97
•City of Montreal & Urban Community	CUPE	6,330	November 97
•Maple Leaf Pork (Ont.)	UFCW	950	November 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 82-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

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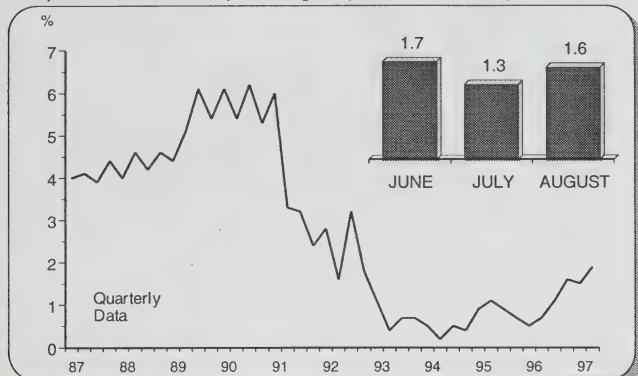
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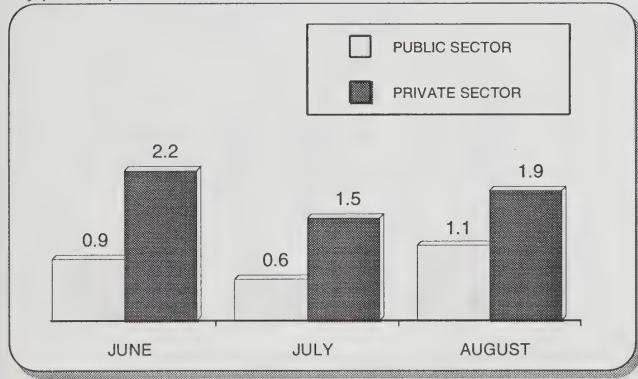
# THE WAGE SETTLEMENTS BULLETIN

October 1997  
Volume 8, Issue 10

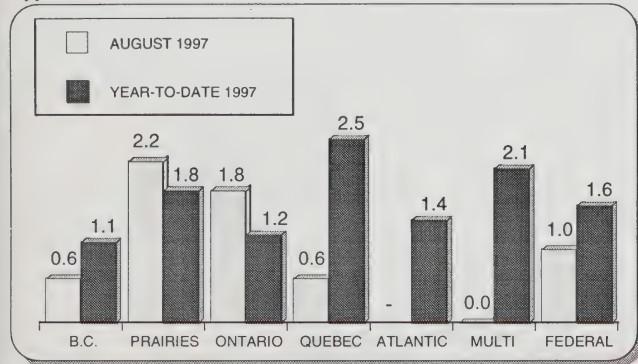
## Perspective on base rate percentage adjustments from major settlements



## Base rate percentage adjustments from major settlements, by public / private sectors



## Base rate percentage adjustments from major settlements, by jurisdiction



Le Bulletin existe également en français.

## August 1997

- Wage adjustments from major collective bargaining settlements ratified during the month of August averaged **1.6 per cent**, up from 1.3 per cent in July but down slightly from 1.7 per cent in June. The August figure is identical to the year-to-date (January to August) average wage adjustment of 1.6 per cent.

- The August results are based on 20 settlements covering 30,370 employees. (Thus far in the 1990's, the average monthly coverage has been 90,300 employees in 38 agreements; typically, July and August show the lowest coverage in any year). When the parties to these August contracts last negotiated - with an average contract duration of 31.8 months - the resulting wage adjustments averaged 0.8 per cent, compared to the 1.6 per cent in their August settlements.

- For 8,960 public sector employees in 8 settlements, wage adjustments averaged **1.1 per cent**, up from 0.6 per cent in July, and 0.9 per cent in June. Wage adjustments ranged from a 12-month freeze for 550 elementary school teachers with the Simcoe County Board of Education, to an average annual increase of 2.9 per cent for 1,050 police officers with the Regional Municipality of Peel. In other major agreements, 2,300 inside workers with the City of Vancouver settled for wage increases averaging 0.7 per cent and 2,100 utility employees with the Manitoba Hydro-Electric Board gained increases averaging 1.3 per cent.

- In the private sector, 12 settlements provided 21,410 employees with average annual wage adjustments of **1.9 per cent**; the June and July averages were 2.2 per cent and 1.5 per cent, respectively. The adjustments provided for in the August settlements ranged from wage freezes for 500 painters with the Alberta Painting Construction Association, to a high of 3.4 per cent (average annual increase) in a 43-month settlement for 1,620 employees with Cargill Foods Ltd. Almost one-half of all employees (15,090 or 49.7%) in August settlements were in the Ontario retail sector, with 15,090 workers receiving increases averaging 1.8 per cent.

- On a jurisdictional basis, the largest proportion of employees covered in August's settlements was in

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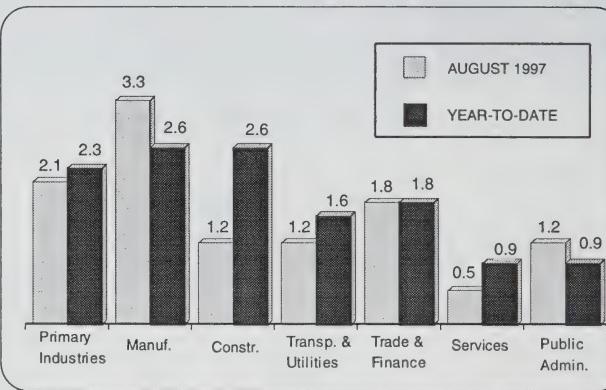
•On an industry basis, wage adjustments ranged from a low of 0.5 per cent in Community, Business and Personal Services (4 agreements, 2,860 employees), to a high of 3.3 per cent in Manufacturing (2 agreements, 2,130 employees). The largest concentration of employees (15,090 or 49.7 per cent of all employees) in August's settlements was in Trade (all in Ontario) with wage adjustments averaging 1.8 per cent; they include a Brewers Retail settlement providing 5,000 employees with wage increases averaging 2.1 per cent and two A&P Co. agreements providing a total of 9,500 retail employees with wage increases of 1.4 and 1.8 per cent. In Primary Industries wage gains averaged 2.1 per cent for 1,930 employees in 2 agreements. Wage adjustments averaged 1.2 per cent in each of the remaining industry sectors: in Construction (2 agreements covering 1,050 employees), in Transportation, Communication and Utilities (2 agreements covering 2,800 employees), and in Public Administration (4 agreements covering 4,510 employees).

•Wage rates were frozen in 3 agreements covering 1,560 employees (5.1 per cent of all employees in the month's settlements). Four agreements involving 4,160 employees (13.7 per cent of all employees) provided for increases of less than 1.0 per cent. Seven settlements covering 14,490 employees (47.7 per cent) provided for increases of 1.0 per cent to 1.9 per cent, and 4 agreements involving 8,030 employees (26.4 per cent) resulted in increases of 2.0 per cent to 2.9 per cent. Two agreements covering 2,130 employees (7.0 per cent) provided for increases at 3.0 per cent and 3.4 per cent.

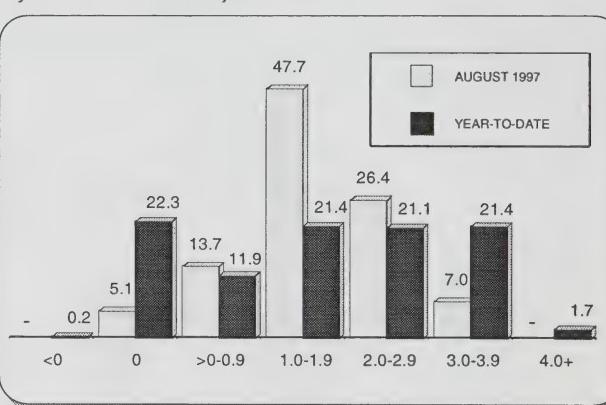
•The distribution of settlements and employees by region/jurisdiction for the month of August is shown in the accompanying chart and in the table below:

	<u>Amts.</u>	<u>Empls.</u>
Quebec	1	520
Ontario	10	20,230
Prairies	3	4,270
British Columbia	4	4,150
Multi-Province	1	500
Federal	1	700

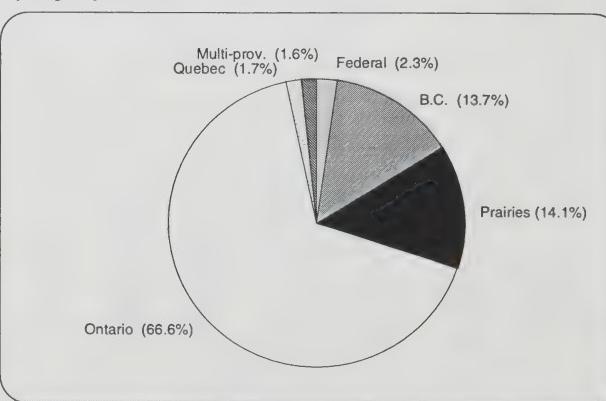
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



## MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (2 agreements)</b>	1,930	2.1	2.6	29.0	.
Inco Limited, office and clerical employees, Sudbury (Ont.)	500	1.5	1.5	12.0	1998-03-31
Falconbridge Limited, production employees, Falconbridge (Ont.)	1,430	2.3*	3.0	35.0	2000-08-01
<b>Manufacturing(2agreements)</b>	2,130	3.3	6.1	41.3	.
Co-Steel Lasco, (Division of Co-Steel Inc.), production employees, Whitby (Ont.)	510	3.0*	3.7	36.0	2000-02-28
Cargill Foods Limited, plant & maintenance empl., High River (Alta.)	1,620	3.4	6.8	43.0	2000-12-31
<b>Construction (2agreements)</b>	1,050	1.2	1.5	24.0	.
Alberta Roadbuilders & Heavy Construction Association, operating engineers, province-wide (Alta.)	550	2.2	2.8	24.0	1999-02-28
Alberta Painting Contractors Association, painters, province-wide (Alta.)	500	0.0	0.0	24.0	1999-04-30
<b>Transp., Comm. &amp; Utilities (2 agreements)</b>	2,800	1.2	1.0	36.0	.
Manitoba Hydro-Electric Board, service & maintenance empl., province-wide (Man.)	2,100	1.3	1.0	36.0	2000-05-24
Lakehead Terminals Ltd, grain elevator empl., Thunder Bay (Ont.)	700	1.0*	1.0	36.0	2000-01-31
<b>Trade, Finance &amp; Insurance(4 agreements)</b>	15,090	1.8	1.5	40.7	.
Brewers Retail Inc., service & warehouse empl., province-wide (Ont.)	5,000	2.1	1.8	24.0	1998-12-31
Great Atlantic & Pacific Company of Canada Limited, retail employees, province-wide (Ont.)	6,400	1.8	1.4	48.0	2001-06-17
No Frills Franchise Stores, retail employees, province-wide (Ont.)	590	1.5	2.3	64.0	2002-09-14
Great Atlantic & Pacific Company of Canada Limited, retail employees, province-wide (Ont.)	3,100	1.4	1.1	48.0	2001-06-17
<b>Community, Business &amp; Personal Services (4 agreements)</b>	2,860	0.5	0.4	22.1	.
York University, office and clerical employees, Metro Toronto (Ont.)	1,100	1.0	1.0	24.0	1999-07-31
Simcoe County Board of Education, elementary teachers, Barrie (Ont.)	550	0.0	0.0	12.0	1997-12-31
Vancouver Public Library Board, librarians, Vancouver (B.C.)	700	0.7	0.0	36.0	1999-12-31
Pacific National Exhibition, service & maintenance empl., Vancouver (B.C.)	510	0.0	0.0	10.0	1997-12-31
<b>Public Administration (4 agreements)</b>	4,510	1.2	0.2	38.6	.
The Construction Commission of Quebec, office and clerical employees, province-wide (Que.)	520	0.6	0.0	42.0	1998-12-31
Regional Municipality of Peel Police Services Board, police officers, Brampton (Ont.)	1,050	2.9	1.0	44.0	1999-08-17
City of New Westminster, inside employees, New Westminster (B.C.)	640	0.7	0.0	36.0	1999-12-31
City of Vancouver, inside employees, Vancouver (B.C.)	2,300	0.7	0.0	36.0	1999-12-31
<b>Agreements with COLA (3 agreements)</b>	2,630	2.1	2.6	35.5	.
<b>Agreements without COLA (17 agreements)</b>	27,730	1.6	1.4	37.1	.
<b>All agreements (20 agreements)</b>	30,370	1.6	1.5	36.9	.

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage adjustments in base rates)										1997				
	1995	1996	1996		1997		Year to Date*	Dec	Mar	Jun	Aug	Jun	Jul	Aug
			2	3	4	1	2	Feb	May	Aug				
<b>All Industries/Jurisdictions</b>														
Average Annual Adjustment	0.3	0.9	0.9	0.7	1.1	1.6	1.4	1.8	1.6	1.0	1.8	1.6	1.6	
Non-COLA	0.2	0.8	0.6	0.6	0.8	0.6	1.3	1.8	1.6	0.8	1.8	1.5	1.6	
COLA	1.3	1.4	2.7	2.2	3.2	2.7	2.4	1.9	2.1	1.6	1.8	2.4	2.1	
First Year Adjustment	-0.1	0.4	0.7	0.4	1.1	1.3	0.9	1.6	1.3	0.7	1.6	1.3	1.5	
Non-COLA	-0.2	0.4	0.4	0.3	0.8	0.5	0.8	1.6	1.3	0.6	1.5	1.2	1.4	
COLA	0.6	0.8	2.3	1.8	3.1	2.2	2.2	2.1	2.2	1.0	1.9	2.9	2.6	
<b>Industries</b>														
Primary Industries	1.1	2.5	1.7	1.9	1.5	-	2.8	2.2	2.3	2.8	2.3	2.2	-	
Manufacturing	2.0	2.4	3.1	2.6	3.1	3.3	2.2	2.8	2.6	2.6	2.8	2.5	3.0	
Construction	0.2	1.0	0.3	0.0	1.1	0.6	-	2.7	2.6	-	2.6	2.3	3.3	
Transp. & Communication	1.0	1.1	0.8	0.6	0.7	1.1	1.9	1.4	1.6	1.6	0.7	1.8	1.2	
Trade-Finance	0.1	0.8	0.6	0.3	0.1	0.8	1.6	2.0	1.8	0.7	2.3	1.7	1.6	
Services	-0.1	0.6	0.6	0.6	1.0	0.1	0.9	0.9	0.9	0.0	1.1	0.9	0.5	
Public Administration	0.1	0.6	0.2	0.4	0.1	1.2	0.9	0.7	0.9	1.3	0.8	1.0	0.7	
<b>Jurisdictions</b>														
Newfoundland	0.0	0.7	2.0	2.6	3.3	-	2.0	0.0	1.7	2.0	0.0	-	-	
Prince Edward Island	-4.1	1.7	1.7	1.3	1.6	-	-	-	-	-	-	-	-	
Nova Scotia	-0.5	1.2	1.5	1.3	2.6	0.0	-	-	-	-	-	-	-	
New Brunswick	1.0	1.0	1.7	1.5	3.7	2.2	0.9	1.8	1.1	1.5	1.8	-	-	
Quebec	1.3	0.8	1.5	1.9	1.8	1.4	1.9	2.8	2.5	2.0	2.8	1.2	0.6	
Ontario	0.3	1.0	1.1	0.8	1.3	2.1	0.6	1.4	1.2	0.8	1.2	1.5	1.1	
Manitoba	1.6	0.4	0.2	0.1	0.9	0.1	0.5	0.0	0.6	0.1	0.0	1.3	-	
Saskatchewan	1.0	1.9	1.1	1.0	1.0	0.0	1.6	0.9	1.0	1.6	0.9	1.0	-	
Alberta	-1.6	-0.3	0.8	0.5	1.0	2.5	2.2	2.2	2.2	0.9	2.5	2.0	1.9	
British Columbia	1.6	1.3	0.6	0.5	0.8	1.2	1.0	1.8	1.1	1.0	1.8	0.6	0.6	
Multi-Province	2.5	1.1	2.5	2.3	-	2.6	-	2.5	2.1	-	2.1	2.5	0.0	
Federal Jurisdiction	0.4	1.0	0.5	0.5	0.1	0.6	2.0	1.3	1.6	1.4	0.7	1.9	1.0	
Public Sector	0.0	0.6	0.4	0.5	0.3	0.4	1.0	0.8	0.9	0.4	1.0	0.9	0.6	
Private Sector	1.2	1.4	1.9	1.6	2.0	2.2	2.1	2.5	2.2	1.6	2.6	1.9	1.9	
<b>Consumer Price Index</b>	0.2	2.1	1.6	1.4	1.4	1.4	2.1	1.7	1.9	2.0	1.7	1.8	1.8	

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Ontario (66.6 per cent of all employees with an average adjustment of 1.8 per cent), followed by the Prairie provinces (14.1 per cent of employees, with an average adjustment of 2.2 per cent), and British Columbia (13.7 per cent of employees, with an average adjustment of 0.6 per cent). There was a single agreement only in each of the following jurisdictions : the Federal jurisdiction (2.3 of all employees with a wage increase of 1.0 per cent, Quebec (1.7 per cent of employees with a wage increase of 0.6 per cent) and a multi province agreement (1.6 per cent of employees with a wage freeze). There were no settlements in Atlantic Canada.

\* January to August

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Radio-Canada	CUPE	575	September 97
•Pipeline Contractors Assn.	various unions	2,800	September 97
•City of Edmonton	Edmonton Power Assn.	1,100	October 97
•City of Vancouver	CUPE	1,100	September 97
•B.C. Forest Industries	IWA Canada	22,200	September 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, PIPS, SSEA	157,000	Barg./Conc.	Feb./Dec. 97
•Radio-Canada	CNTU	965	Conciliation	September 95
•Canada Post	CUPW	47,900	Conciliation	July 97
•St. Lawrence Seaway	CAW	600	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7,500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9,650	Bargaining	March 96
•Govt. of New Brunswick	N.B. Public Employees	3,255	Bargaining	December 96
•Govt. of New Brunswick	Nurses	5,400	Bargaining	June 97
•Govt. of New Brunswick	N.B. Teachers	8,000	Bargaining	August 97
•Govt. of Nova Scotia	N.S. Teachers	10,600	Bargaining	October 97
•Hydro Quebec	Prof. Engineers	1,500	Tent. Agt.	December 95
•Ontario Hospitals	CUPE / SEIU	33,800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	44,000	Post Med.	March 96
•Toronto area public schools (elem.)	various unions	10,600	Bargaining	August 96
•Manitoba Hydro-Electric Board	CUPE	900	Conciliation	Dec. 96
•Govt. of Manitoba	Man. Govt. Emps. Union	13,150	Bargaining	March 97
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	Bargaining	December 96
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•Alberta Hospitals	various unions	9,410	Barg./Med.	March 96/97
•City of Edmonton	various unions	2,460	Bargaining	January 97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4,400	Post Mediation	October 96
•B.C. Hydro & Power	Office & Prof. Emps. Intl. Union/IBEW	4,550	Med/Tent Agt	Mar/Sept 97
•CN Rail	various unions	22,550	Bargaining	December 97
•Via Rail	various unions	3,410	Bargaining	December 97
<b>Private Sector</b>				
•CP Rail	various unions	7,400	Bargaining	December 97
•Fearmans Fresh Meats	UFCW	900	Conciliation	November 97

(continued)

**CURRENT KEY NEGOTIATIONS (Continued)**

Employer	Union	Number of employees	Status of neg.	Expiry month
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•Alta. Constr. Labour Rel. Assn.	various unions	3,045	Bargaining	April 97
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**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
<b>•Experitech Network Installations</b>			
(Bell) (Ont. & Que.)	CEP	1,000	November 97
•Govt. of Nova Scotia	N.S. Govt. Empls. Assn.	10,130	November 97
•City of Montreal & Urban Community	CUPE	6,330	November 97
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•Govt. of Saskatchewan	Sask. Govt. Empls' Union	8,300	September 97
•SaskPower	IBEW	1,150	December 97
•TELUS Communications	IBEW	2,070	December 97
•Westfair Foods	UFCW	1,700	November 97

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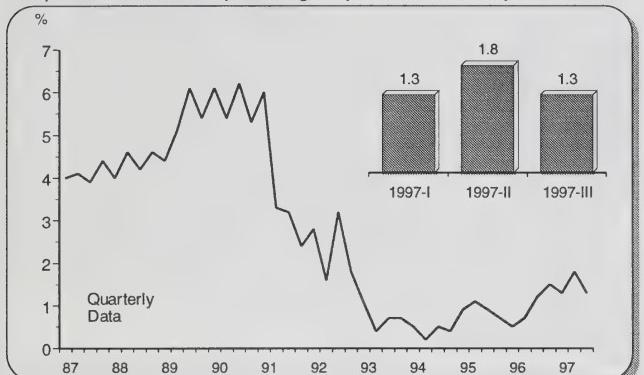
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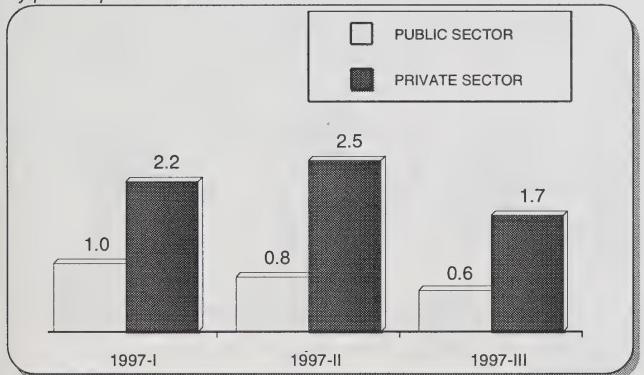
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November 1997  
Volume 8, Issue 11

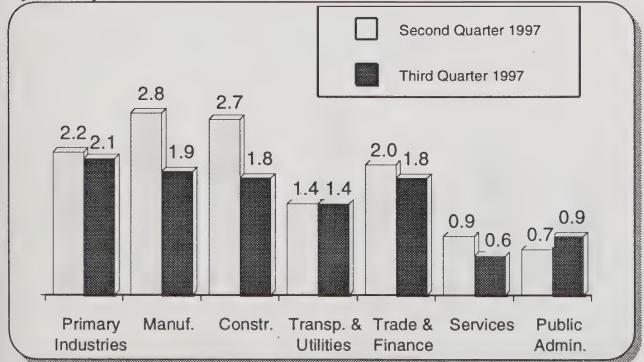
## Perspective on base rate percentage adjustments from major settlements



## Base rate percentage adjustments from major settlements, by public / private sectors



## Base rate percentage adjustments in major settlements, by industry



*Le Bulletin existe également en français.*

## Third Quarter 1997

- Base rate wage adjustments from major collective bargaining settlements reached in the **third quarter** of 1997 averaged **1.3 per cent** annually over the contract term, down from 1.8 per cent in the second quarter, but the same as in the first quarter of this year, and up from the 0.9 per cent average for the year 1996. Wage adjustments from contracts reached in the first three quarters of 1997 averaged 1.6 per cent.

- There were 122,620 employees covered by the 70 agreements settled in the third quarter of 1997. When the parties to these contracts previously negotiated - with an average contract duration of 30 months - the resulting wage adjustments averaged 1.3 per cent, the same as in their current settlements.

- The proportion of employees subject to wage freezes decreased to 14 per cent in the third quarter of 1997, from 22 per cent in the first and second quarters combined, and from 35 per cent in 1996 as a whole.

- **Private sector** wage adjustments yielded an average increase of **1.7 per cent** in the third quarter of 1997, down from 2.5 per cent in the second quarter and 1.9 per cent in 1996 as a whole. This marks a break in the modest upturn in private sector wage adjustments since 1993. There were 80,006 employees covered in the 39 private sector settlements reached in the third quarter of 1997.

- Wage adjustments for 42,560 **public sector** employees in 31 agreements averaged **0.6 per cent**, down from 0.8 per cent in the second quarter, and 1.0 per cent in the first. The public sector average for the first nine months of 1997 was 0.8 per cent (compared to 2.2 per cent in the private sector).

- On an industry basis, wage adjustments in the third quarter were above the national average of 1.3 per cent in Primary Industries (2.1% for 1,930 employees), in Manufacturing (1.9% for 27,170 employees), in Construction (1.8% for 5,580 employees), in Trade (1.8% for 22,740 employees) and in Transportation, Communication and Utilities (1.4% for 14,730 employees). Wage adjustments were below the national average in Community, Business and Personal Services (0.6% for 34,450 employees) and Public Administration (0.9% for 16,020 employees).

## September 1997

• Major collective bargaining settlements reached in September provided base rate wage adjustments averaging 1.1 per cent annually over the contract term, down from 1.7 per cent in August and 1.3 per cent in July.

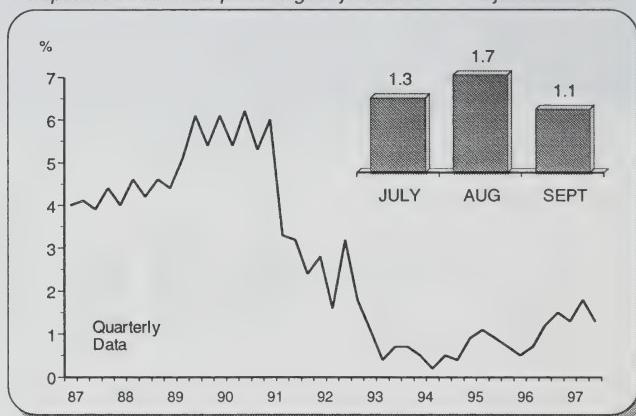
• The September results are based on a review of 28 settlements covering 53,460 employees. When the parties to these contracts previously negotiated - with an average contract duration of approximately 26.6 months - the resulting wage adjustments averaged 1.7 per cent, compared to the 1.1 per cent average in their current settlements.

• Public sector wage adjustments averaged 0.5 per cent in September, down from 1.1 per cent in August and 0.6 per cent in July. There were 15 public sector agreements reached in September, with a coverage of 26,040 employees. Seven of these agreements covering 14,450 employees were in the Ontario education sector - with wage adjustments averaging 0.3 per cent.

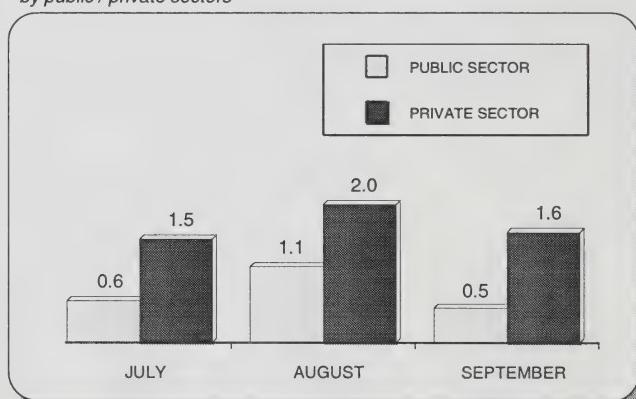
• Wage adjustments for 27,420 employees in 13 private sector settlements averaged 1.6 per cent in September, compared to 2.0 per cent in August and 1.5 per cent in July; (monthly averages in the private sector have varied from 1.5 to 2.8 per cent thus far in 1997). The September settlements included 6 B.C. pulp and paper industry contracts covering 22,200 employees with wage increases averaging 1.7 per cent.

• On a regional/jurisdictional basis, the two largest concentrations of employees was in Ontario (53 per cent of all employees in September's settlements), where 16 settlements provided 26,250 employees with wage adjustments averaging 0.6 per cent, and in B.C. (44 per cent of all employees in September's settlements) 9 agreements provided 25,310 employees with wage increases averaging 1.6 per cent. Two settlements covering 1,320 employees in Quebec provided wage increases averaging 1.0 per cent, and in a single settlement in the Federal jurisdiction, 580 administration employees of Radio-Canada were subject to a wage freeze .

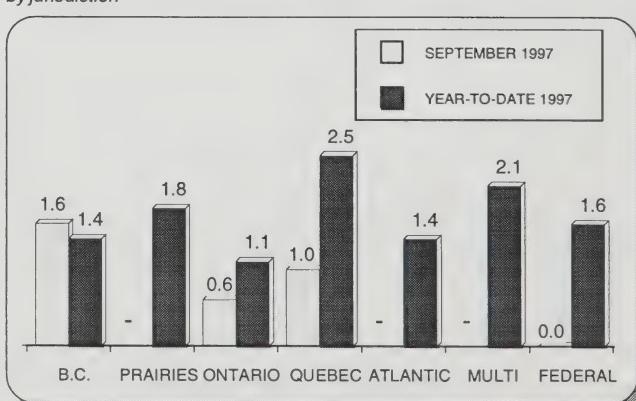
*Perspective on base rate percentage adjustments from major settlements*



*Base rate percentage adjustments from major settlements, by public / private sectors*



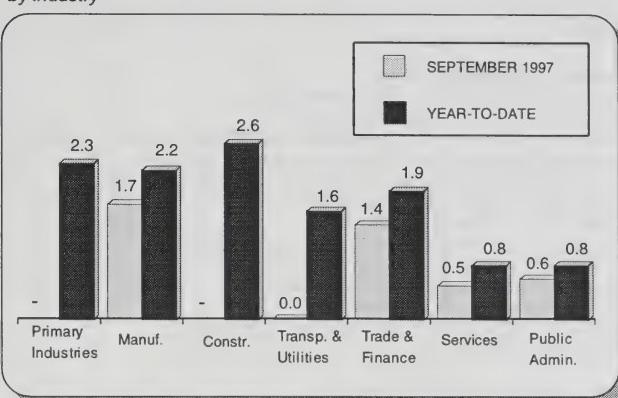
*Base rate percentage adjustments from major settlements, by jurisdiction*



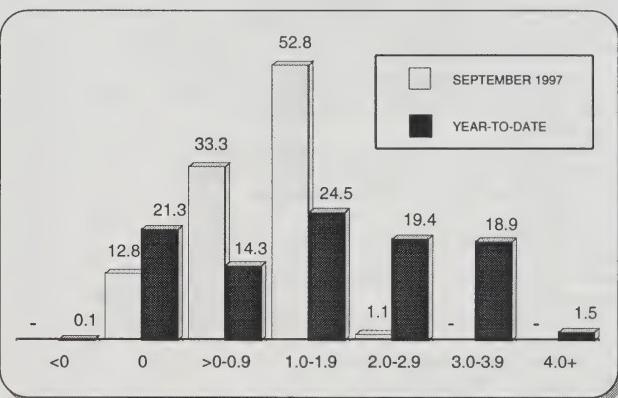
• On an industry basis, wage adjustments ranged from a wage freeze in Transportation, Communication and Utilities (the Radio-Canada agreement covering 580 employees), to a high of 1.7 per cent in Manufacturing (8 agreements covering 23,540 employees.). The largest concentration of employees in September's settlements was in the Manufacturing sector consisting mostly of B.C. pulp and paper industry settlements. The second largest concentration of employees (35.3 per cent of all employees) and the second lowest average adjustment (0.5 per cent) was in Community, Business and Personal Services. Wage adjustments averaged 0.6 per cent in Public Administration (6 agreements covering 9,610 employees) and 1.4 per cent in Trade (a single agreement covering 850 New Dominion Store employees). There were no settlements in Primary Industries or Construction.

• Wage rates were frozen in 5 agreements covering 6,830 employees (12.8 per cent of all employees in the month's settlements). Nine agreements involving 17,810 employees (33.3 per cent of all employees) provided for increases of less than 1.0 per cent. Thirteen settlements covering 28,220 employees (52.8 per cent) provided for increases of 1.0 per cent to 1.9 per cent, and 1 agreement involving 600 employees (1.1 per cent) at Connaught Laboratories resulted in increases of 2.9 per cent.

*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*

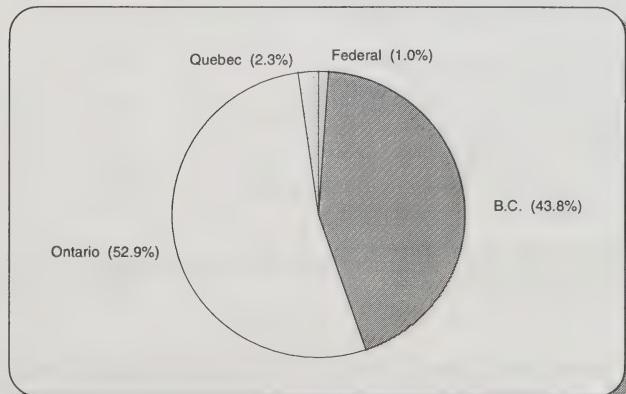


*Percentage distribution of employees in major settlements, by region/jurisdiction*

• The distribution of settlements and employees by region/jurisdiction for the month of September is shown in the accompanying chart and in the table below:

Amts.      Empls.

	Amts.	Empls.
Quebec	2	1,320
Ontario	16	26,250
British Columbia	9	25,310
Federal	1	580



**MAJOR SETTLEMENTS REACHED IN SEPTEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (8 agreements)</b>	<b>23,540</b>	<b>1.7</b>	<b>1.0</b>	<b>36</b>	.
Denim Swift (a subsidiary of Dominion Textile Inc.), production employees, Drummondville (Que.)	740	1.3	0.0	36	2000-02-16
Connaught Laboratories Limited, plant & maintenance empl., Metropolitan Toronto (Ont.)	600	2.9	2.8	36	2000-09-30
Forest Industrial Relations Limited, mill employees, Coast (B.C.)	13,500	1.7	1.0	36	2000-06-14
Interior Forest Labour Relations Association, mill employees, Southern Interior (B.C.)	3,500	1.7	1.0	36	2000-06-30
Conifer (Council on Northern Interior Forest Employment Relations), mill employees, Northern Interior (B.C.)	3,000	1.7	1.0	36	2000-06-30
Weldwood of Canada Limited, Cariboo Division, plant & maintenance empl., Quesnel (B.C.)	550	1.7	1.0	36	2000-06-30
Canadian Forest Products Ltd., mill employees, Chetwynd (B.C.)	950	1.7	1.0	36	2000-06-30
Northwood Pulp & Timber Limited, mill employees, Houston (B.C.)	700	1.7	1.0	36	2000-06-30
<b>Transp., Comm. &amp; Utilities (1 agreement)</b>	<b>580</b>	<b>0.0</b>	<b>0.0</b>	<b>53</b>	.
*Canadian Broadcasting Corporation, administrative services empls., Province-Wide Que. & Moncton; N.B. (Multiple)	580	0.0	0.0	53	1999-09-25
<b>Trade, Finance &amp; Insurance (1 agreement)</b>	<b>850</b>	<b>1.4</b>	<b>1.1</b>	<b>48</b>	.
New Dominion Stores (Div.of The Great Atlantic & Pacific Co. Ltd.), retail employees, Northern (Ont.)	850	1.4	1.1	48	2001-07-07
<b>Community, Business &amp; Personal Services (12 agreements)</b>	<b>18,880</b>	<b>0.5</b>	<b>0.2</b>	<b>27.9</b>	.
Simcoe County Board of Education, secondary teachers, Barrie (Ont.)	1,170	0.5	0.0	24	1998-08-31
London Board of Education, elementary teachers, London (Ont.)	1,850	0.5	0.0	24	1998-08-31
Carleton University, office and clerical employees, Ottawa (Ont.)	580	0.3	0.0	36	2000-06-30
York Region Board of Education, secondary teachers, Aurora (Ont.)	1,800	0.0	0.0	24	1998-08-31
Diversicare I Limited Partnership, non-medical employees, province-wide (Ont.)	620	1.0	1.0	24	1998-12-31
Extendicare (Canada) Inc., non-medical employees, province-wide (Ont.)	840	1.0	1.0	24	1998-12-31
Extendicare (Canada) Inc., non-medical employees (part-time), province-wide (Ont.)	900	1.0	1.0	24	1998-12-31
Versa-Care Ltd., non-medical employees, province-wide (excl. Windsor) (Ont.)	670	1.0	1.0	24	1998-12-31
Halton Board of Education, secondary teachers, Burlington (Ont.)	1,150	0.0	0.0	24	1998-08-31
Durham Board of Education, elementary teachers, Durham (Ont.)	2,300	0.0	0.0	24	1998-08-31
Ontario Council of Regents for Colleges Applied Arts & Technology, office and clerical employees, province-wide (Ont.)	5,600	0.5	0.0	36	2000-08-31
Health Employers Association of British Columbia, non-medical employees, province-wide (B.C.)	1,400	1.5	1.0	24	1998-03-31
<b>Public Administration (6 agreements)</b>	<b>9,610</b>	<b>0.6</b>	<b>0.0</b>	<b>54.6</b>	.
Société immobilière du Québec, office and clerical employees, Montreal (Que.)	580	0.7	0.0	54	1999-12-31
City of Vancouver, outside employees, Vancouver (B.C.)	1,100	0.7	0.0	36	1999-12-31
British Columbia Buildings Corporation, building maintenance, province-wide (B.C.)	610	0.5	0.0	24	1999-04-30
Metro Toronto Police, officers and clerks (Ont.)(2 agts)	6,320	0.7	0.0	60	1997-12-31
Metro Toronto Police, cadets (Ont.)	1,000	0.0	0.0	60	1997-12-31
<b>Agreements with COLA (0 agreements)</b>	-	-	-	-	.
<b>Agreements without COLA (28 agreements)</b>	<b>53,460</b>	<b>1.1</b>	<b>0.5</b>	<b>36.9</b>	.
<b>All agreements (28 agreements)</b>	<b>53,460</b>	<b>1.1</b>	<b>0.5</b>	<b>36.9</b>	.

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

## WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	1994	1995	1996	1996			1997			1997			Year to Date*	
				3	4	1	2	3	Jul	Aug	Sept			
<b>All Industries/Jurisdictions</b>														
Average Annual Adjustment	0.3	0.9	0.9	1.2	1.5	1.3	1.8	1.3	1.3	1.7	1.1	1.6		
Non-COLA	0.2	0.8	0.6	0.8	0.6	1.3	1.8	1.3	1.2	1.7	1.1	1.5		
COLA	1.3	1.4	2.6	3.2	2.6	2.4	1.9	2.5	3.4	2.1	-	2.1		
First Year Increase	-0.1	0.4	0.7	1.1	1.3	0.9	1.6	1.0	1.0	1.7	0.5	1.3		
Non-COLA	-0.2	0.4	0.4	0.8	0.5	0.8	1.5	0.9	0.9	1.7	0.5	1.2		
COLA	0.6	0.8	2.3	3.1	2.2	2.2	2.1	2.9	3.9	2.6	-	2.2		
<b>Industries</b>														
Primary Industries	1.1	2.5	1.7	1.5	-	2.8	2.2	2.1	-	2.1	-	2.3		
Manufacturing	2.0	2.4	3.0	3.1	3.2	2.2	2.8	1.9	3.0	3.3	1.7	2.2		
Construction	0.2	1.0	0.3	1.1	0.6	-	2.7	1.8	1.9	1.2	-	2.6		
Transp. & Communication	1.0	1.1	0.8	0.7	1.1	1.9	1.4	1.4	1.6	1.3	0.0	1.6		
Trade-Finance	0.1	0.8	0.6	0.1	0.8	1.6	2.0	1.8	1.4	1.9	1.4	1.9		
Services	-0.1	0.6	0.6	1.1	0.1	0.9	0.9	0.6	0.6	0.5	0.5	0.8		
Public Administration	0.1	0.6	0.2	0.1	1.2	0.9	0.7	0.9	1.4	1.2	0.6	0.8		
<b>Jurisdictions</b>														
Newfoundland	0.0	0.7	2.0	3.3	-	2.0	0.0	-	-	-	-	1.7		
Prince Edward Island	-4.1	1.7	1.7	1.7	-	-	-	-	-	-	-	-		
Nova Scotia	-0.5	1.2	1.5	2.6	0.0	-	-	-	-	-	-	-		
New Brunswick	1.0	1.0	1.7	3.7	2.2	0.9	1.8	-	-	-	-	1.1		
Quebec	1.3	0.8	1.5	1.8	1.4	1.9	2.8	1.1	1.2	0.6	1.0	2.5		
Ontario	0.3	1.0	1.1	1.3	2.0	0.6	1.3	1.2	1.0	1.9	0.6	1.1		
Manitoba	1.6	0.4	0.2	0.9	0.1	0.5	0.0	1.3	-	1.3	-	0.6		
Saskatchewan	1.0	1.9	1.1	1.0	0.0	1.6	0.9	-	-	-	-	1.0		
Alberta	-1.6	-0.3	0.8	1.0	2.5	2.2	2.2	2.2	1.9	3.1	-	2.2		
British Columbia	1.6	1.3	0.6	0.8	1.2	1.0	1.8	1.3	0.6	0.6	1.6	1.4		
Multi-Province	2.5	1.1	2.5	-	2.6	-	2.5	0.0	-	0.0	-	2.1		
Federal Jurisdiction	0.4	1.0	0.5	0.1	0.6	2.0	1.3	1.5	1.6	1.0	0.0	1.6		
Public Sector	-	0.0	0.6	0.5	0.5	0.7	1.0	0.8	0.6	0.6	1.1	0.5	0.8	
Private Sector	1.3	1.4	1.9	1.9	2.2	2.2	2.5	1.7	1.5	2.0	1.6	2.2		
Consumer Price Index	0.2	2.1	1.6	1.4	1.4	2.1	1.7	1.7	1.8	1.8	1.6	1.8		

\* January to September

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Textile Rental Institute	UFCW	500	October 97
•Westfair Foods (Man.)	UFCW	1,100	November 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, PIPS, SSEA	157,000	Barg./Conc/Tent.	Feb./Dec. 97
•Radio-Canada	CNTU	965	Conciliation	September 95
•Canada Post	CUPW	47,900	Post Conc.	July 97
•St. Lawrence Seaway	CAW	600	Conciliation	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7,500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9,650	Bargaining	March 96
•Govt. of New Brunswick	N.B. Public Employees	3,255	Bargaining	December 96
•Govt. of New Brunswick	Nurses	5,400	Bargaining	June 97
•Govt. of New Brunswick	N.B. Teachers	8,000	Bargaining	August 97
•Govt. of Nova Scotia	N.S. Teachers	10,600	Bargaining	October 97
•Govt. of Nova Scotia	N.S. Govt. Empls. Assn.	10,130	Bargaining	November 97
•Hydro Quebec	Prof. Engineers	1,500	Tent. Agt.	December 95
•Ontario Hospitals	CUPE / SEIU	33,800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	35,000	Post Med.	March 96
•Ontario Community Colleges	OPSEU (Academic)	7,000	Bargaining	August 96
•Toronto area public schools (elem.)	various unions	10,600	Bargaining	August 96
•Toronto area public schools (sec.)	various unions	8,000	Bargaining	August 97
•Toronto area sep. schools (elem.)	various unions	4,300	Bargaining	August 97
•Toronto area public schools (sec.)	various unions	2,200	Tent. Agt.	August 97
•Manitoba Hydro-Electric Board	CUPE	900	Conciliation	Dec. 96
•Govt. of Manitoba	Man. Govt. Emps. Union	13,150	Bargaining	March 97
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	Bargaining	December 96
•Govt. of Saskatchewan	Sask. Govt. Emps' Union	8,300	Bargaining	September 97
•SaskPower	IBEW	1,150	Bargaining	December 97
•Govt. of Alberta	AUPE	22,500	Bargaining	August 97
•Alberta Hospitals	various unions	9,410	Barg./Med.	March 96/97
•City of Edmonton	various unions	6,290	Barg./Med.	January 96/97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4,400	Tent. Agt.	October 96
•B.C. Hydro & Power	Office & Prof. Emps. Intl. Union/IBEW	4,550	Med/Tent Agt	Mar/Sept 97
•Via Rail	various unions	2,970	Bargaining	December 97
<b>Private Sector</b>				
•AT&T Canada	CAW	740	Tent. Agt.	December 97
•CP Rail	various unions	6,480	Bargaining	December 97
•CN Rail	various unions	15,910	Bargaining	December 97
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94

(continued)

**CURRENT KEY NEGOTIATIONS (Continued)**

Employer	Union	Number of employees	Status of neg.	Expiry month
•Experitech Network Installations (Bell) (Ont. & Que.)	CEP	1,000	Bargaining	November 97
•Maple Leaf Pork	UFCW	900	Conciliation	November 97
•Motor Coach Industries (Man.)	Machinists	1,580	Bargaining	September 97
•TELUS Communications	IBEW	2,070	Bargaining	December 97
•Alta. Constr. Labour Rel. Assn.	various unions	3,045	Barg./Arb.	April 97
•B.C. Pulp & Paper Cos.	various unions	8,765	Barg./W.S.	April 97
•Council of Marine Carriers (B.C.)	Cdn. Merchant Service Guild &	1,450	Bargaining	September 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•City of Montreal & Urban Community	CUPE	6,330	November 97
•City & Metro Toronto	CUPE	13,450	December 97
•Toronto Star Newspapers	CEP	1,100	December 97
•Union Gas Ltd. (Ont.)	CEP	1,000	December 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized workforce

and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



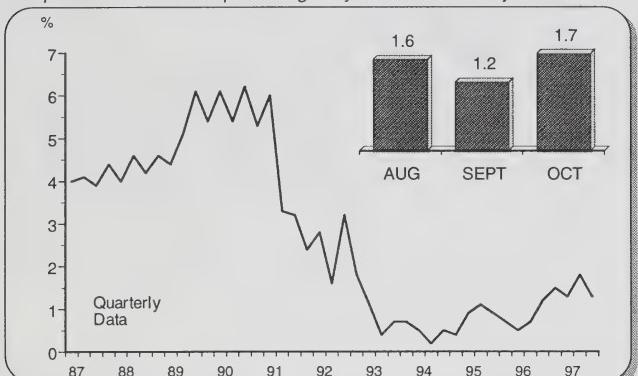


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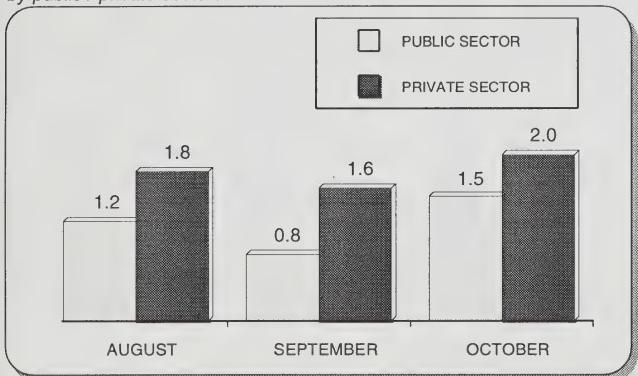
# THE WAGE SETTLEMENTS BULLETIN

December 1997  
Volume 8, Issue 12

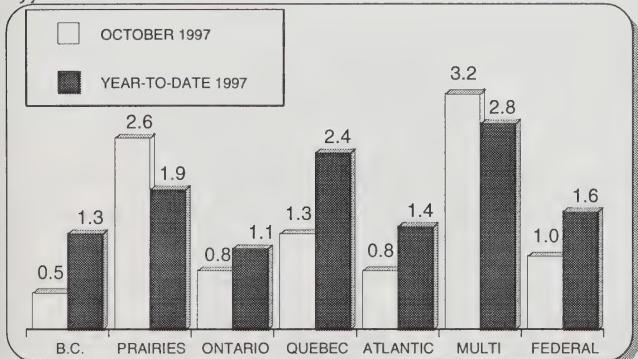
## Perspective on base rate percentage adjustments from major settlements



## Base rate percentage adjustments from major settlements, by public / private sectors



## Base rate percentage adjustments in major settlements, by jurisdiction



Le Bulletin existe également en français.

## October 1997

- Base rate wage adjustments from major collective bargaining settlements reached in **October** averaged **1.7 per cent** annually over the contract term, up from 1.2 per cent in September, and 1.6 per cent in August. Wage adjustments from contracts reached in the first 10 months of 1997 averaged 1.6 per cent.

- There were only 21,690 employees covered by the 23 agreements settled in October. When the parties to these contracts previously negotiated - with an average contract duration of 26 months - the resulting wage adjustments averaged 0.1 per cent, lower than in their current settlements.

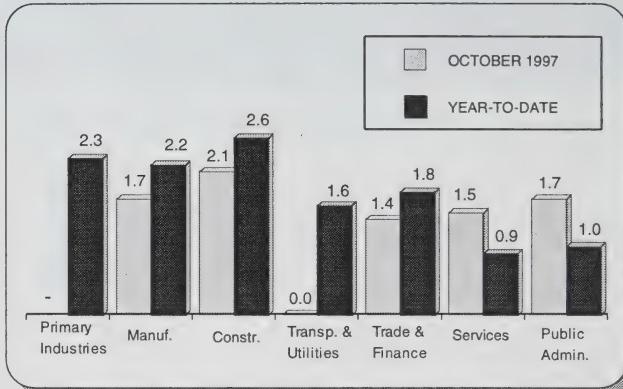
- **Private sector** wage adjustments yielded an average increase of **2.0 per cent** in October, slightly higher than the 1.6 per cent average in September but lower than the 2.2 per cent figure for this year to date. The October private sector results are based on a coverage of only 9,120 employees in 10 agreements. Private sector wage adjustments ranged from wage freezes in 4 settlements (3 in the construction sector), to 3.7 per cent for 560 employees of New Holland Canada Ltd., in Manitoba.

- Wage adjustments for 12,570 **public sector** employees in 13 agreements averaged **1.5 per cent**, up from 0.8 per cent in September, and the 0.9 per cent figure for the year to date. October wage adjustments in this sector ranged from wage freezes in 3 settlements (2 agreements in the Ontario education sector and 1 municipal transit agreement in Mississauga, Ont.), to a high of 3.0 per cent for 1,990 nurses with the Capital Health Authority in Edmonton, Alberta.

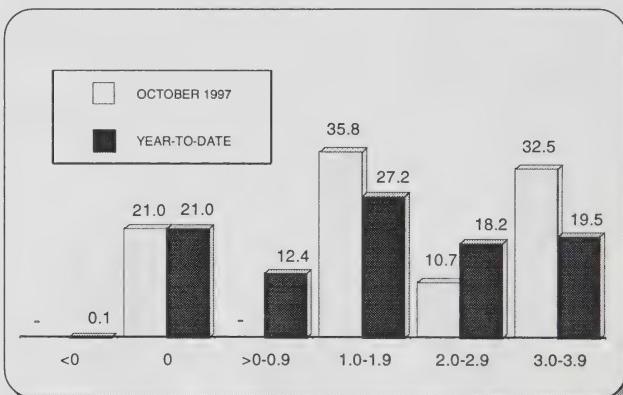
- On a regional/jurisdictional basis, the largest gains in October were in Manitoba and the multi-provincial group. In Manitoba, a single settlement involving 560 employees at New Holland Canada Ltd. (mentioned above) averaged 3.7 per cent and in the multi-provincial jurisdiction, 4,500 employees with the Pipe Line Construction Association received increases averaging 3.2 per cent in 3 separate agreements. In the Prairie provinces as a whole, wage adjustments averaged 2.6 per cent. The lowest wage adjustments were in British Columbia at 0.5 per cent. In Ontario, wage adjustments averaged 0.8 per cent, and a single agreement in Quebec provided wage gains of 1.3 per cent (Municipality of Laval). In Atlantic Canada, wage adjustments averaged 0.8 per cent and in the Federal Jurisdiction a single agreement provided a wage increase averaging 1.0 per cent (Govt. of Yukon Territory).

• On an industry basis, wage adjustments ranged from a wage freeze in Transportation, Communication and Utilities (a single agreement with the City of Mississauga covering 540 transit drivers and maintenance employees), to a high of 2.1 per cent in Construction (6 agreements covering 6,800 employees). The largest concentration of employees in October's settlements was in the Services sector (9 agreements covering 9,070 employees), with wage adjustments averaging 1.5 per cent. Wage adjustments averaged 1.7 per cent in both Public Administration (3 agreements covering 2,910 employees) and in Manufacturing (3 agreements covering 1,800 employees). A single agreement in the Trade sector provided 570 retail employees with Canada Safeway in Thunder Bay with a wage increase averaging 1.4 per cent.

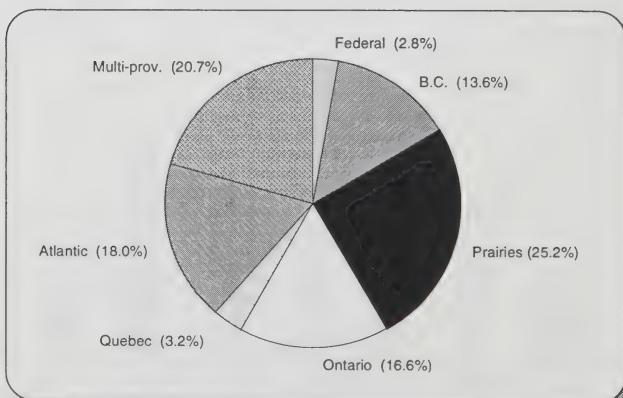
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



• The distribution of settlements and employees by region/jurisdiction for the month of October is shown in the accompanying chart and in the table below:

	<u>Ags.</u>	<u>Empls.</u>
Atlantic Provinces	4	3,900
Quebec	1	700
Ontario	6	3,590
Prairies	5	5,460
British Columbia	3	2,940
Multi-provincial	3	4,500
Federal	1	600

**MAJOR SETTLEMENTS REACHED IN OCTOBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (3 agreements)</b>					
Sydney Steel Corporation, plant & maintenance empl., Sydney (N.S.)	1,800	1.7	-2.3	66.8	.
New Holland Canada Limited (Versatile Farm Equipment Operations), plant & maintenance empl., Winnipeg (Man.)	600	1.8	0.0	72.0	1999-10-02
Skeena Cellulose Inc., Skeena Pulp Operations, mill employees, Prince Rupert (B.C.)**	560	3.7*	4.1	36.0	2000-09-30
Skeena Cellulose Inc., Skeena Pulp Operations, mill employees, Prince Rupert (B.C.)**	640	0.0	-10.0	89.0	2004-10-07
<b>Construction (6 agreements)</b>					
Mechanical Contractors Association of N.B. Inc., plumbers and pipefitters, province-wide (N.B.)	6,800	2.1	2.5	33.2	.
Moncton-NorthEast Construction Association Inc., carpenters, Northumberland County (N.B.)	600	0.0	0.0	12.0	1998-06-30
Sheet Metal Air Conditioning Contr.Natrl.Assn., sheet metal workers, province-wide (excl.Vanc.Island) (B.C.)	500	0.0	0.0	84.0	1999-06-30
Pipe Line Contractors Association of Canada, operating engineers, Canada-Wide (Multi-prov.)	1,200	0.0	0.0	12.0	1998-04-30
Pipe Line Contractors Association of Canada, labourers, Canada-Wide (Multi-prov.)	2,000	3.2	3.8	36.0	2000-04-30
Pipe Line Contractors Association of Canada, truck drivers, Canada-Wide (Multi-prov.)	500	3.2	3.9	36.0	2000-04-30
Pipe Line Contractors Association of Canada, truck drivers, Canada-Wide (Multi-prov.)	2,000	3.2	3.8	36.0	2000-04-30
<b>Transp., Comm. &amp; Utilities (1 agreement)</b>					
City of Mississauga, bus drivers, Mississauga (Ont.)	540	0.0	0.0	12.0	.
City of Mississauga, bus drivers, Mississauga (Ont.)	540	0.0	0.0	12.0	1998-03-31
<b>Trade, Finance &amp; Insurance (1 agreement)</b>					
Canada Safeway Limited, retail employees, Thunder Bay (Ont.)	570	1.4	0.0	48.0	.
Canada Safeway Limited, retail employees, Thunder Bay (Ont.)	570	1.4	0.0	48.0	2001-09-08
<b>Community, Business &amp; Personal Services (9 agreements)</b>					
New Brunswick Nursing Homes Inc., health service-non-professionals, province-wide (N.B.)	9,070	1.5	1.2	34.6	.
Oxford County Board of Education, elementary teachers, Oxford County (Ont.)	2,200	1.0	0.0	60.0	2000-10-15
Board of Governors of Ryerson Polytechnic University, professors, Toronto (Ont.)	530	0.0	0.0	24.0	1998-08-31
University of Guelph, office and clerical employees, Guelph (Ont.)	550	0.0	0.0	24.0	1998-06-30
Textile Rental Institute of Ontario, laundry and dry cleaners, Metropolitan Toronto (Ont.)	850	1.3	0.0	24.0	1999-04-30
Textile Rental Institute of Ontario, laundry and dry cleaners, Metropolitan Toronto (Ont.)	550	1.5	2.0	37.0	2000-12-31
Board of Trustees of School District No. 7, custodial, Edmonton (Alta.)	600	1.0	2.0	24.0	1998-08-31
Board of Trustees of School District No. 7, office and clerical employees, Edmonton (Alta.)	1,200	2.2	2.5	24.0	1998-08-31
Capital Health Authority, nurses, Edmonton (Alta.)	1,990	3.0	2.6	24.0	1999-03-31

Continued on next page

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

\*\*Skeena Cellulose employees are subject to a 10 per cent wage cut at the beginning of the contract to be reinstated on the last effective day of the contract.

Note : Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN OCTOBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Government of the Yukon Territory, elementary teachers, territory-wide (Y.T.)	600	1.0	1.0	12.0	1998-06-30
<b>Public Administration (3 agreements)</b>	<b>2,910</b>	<b>1.7</b>	<b>0.6</b>	<b>43.5</b>	.
City of Laval, inside employees, Laval (Que.)	700	1.3*	1.0	48.0	1999-12-31
City of Edmonton, police officers, Edmonton (Alta.)	1,110	2.4	0.0	48.0	2000-01-01
Vancouver Police Board, police officers, Vancouver (B.C.)	1,100	1.3	1.0	36.0	1999-12-31
 Agreements with COLA (2 agreements)	1,260	2.4	2.4	42.7	
Agreements without COLA (21 agreements)	20,430	1.7	1.1	37.5	
<b>All agreements (23 agreements)</b>	<b>21,690</b>	<b>1.7</b>	<b>1.2</b>	<b>37.8</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustments in base rates)

	1994				1995				1996				1997				Year to date*	Aug	Sep	Oct	1997					
	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2										
	1994	1995	1996	1997	1994	1995	1996	1997	1994	1995	1996	1997	1994	1995	1996	1997										
<b>All Industries/Jurisdictions</b>																										
Average Annual Adjustment	0.3	0.9	0.9	1.2	1.5	1.3	1.8	1.3	1.6	1.3	1.8	1.3	1.6	1.5	1.4	1.6	1.2	1.7	1.6	1.2	1.7	1.6	1.2	1.7		
Non-COLA	0.2	0.8	0.6	0.8	0.6	1.3	1.8	1.3	1.5	1.3	1.8	1.3	1.5	1.7	1.5	1.4	1.6	1.2	1.7	1.6	1.2	1.7	1.6	1.2	1.7	
COLA	1.3	1.4	2.7	3.2	2.7	2.4	1.9	1.7	2.0	2.5	1.8	2.0	1.5	1.6	1.5	1.5	1.5	-	2.4	-	-	-	-	-	-	
First Year Adjustment	-0.1	0.4	0.7	1.1	1.3	0.9	1.6	1.0	1.3	1.5	1.2	1.0	1.3	1.5	1.2	1.0	1.5	0.7	1.2	1.5	0.7	1.2	1.5	0.7	1.2	
Non-COLA	-0.2	0.4	0.4	0.8	0.5	0.8	1.5	1.0	1.2	1.4	1.1	1.0	1.2	1.4	1.1	1.0	1.6	0.7	1.1	1.6	0.7	1.1	1.6	0.7	1.1	
COLA	0.6	0.8	2.3	3.1	2.2	2.2	2.1	1.2	2.0	2.5	2.0	1.1	0.9	-	-	-	2.4	-	-	-	-	-	-	-	-	
<b>Industries</b>																										
Primary Industries	1.1	2.5	1.7	1.5	-	2.8	2.2	2.1	2.3	2.3	2.2	2.1	2.3	2.3	2.1	2.1	2.1	-	-	-	-	-	-	-	-	
Manufacturing	2.0	2.4	3.1	3.2	3.3	2.2	2.8	1.9	2.2	2.6	2.7	1.8	2.6	2.7	1.8	3.3	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	
Construction	0.2	1.0	0.4	1.1	0.6	-	2.7	2.0	2.6	2.6	2.8	2.0	2.6	2.8	2.0	1.2	-	2.1	-	-	-	-	-	-	-	
Transp. & Communication	1.0	1.1	0.8	0.7	1.1	1.9	1.4	1.6	1.4	1.6	1.4	1.6	1.4	1.6	1.4	0.9	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Trade-Finance	0.1	0.8	0.6	0.1	0.8	1.6	2.0	1.6	1.8	2.2	1.7	1.7	1.7	1.7	1.7	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	
Services	-0.1	0.6	0.6	1.1	0.1	0.9	0.9	0.6	0.9	1.0	0.8	0.9	1.0	0.8	0.9	0.8	0.6	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	
Public Administration	0.1	0.6	0.2	0.1	0.9	0.7	1.2	1.0	1.0	1.0	0.8	1.2	1.0	1.0	1.2	1.1	1.7	-	-	-	-	-	-	-	-	
<b>Jurisdictions</b>																										
Newfoundland	0.0	0.7	2.0	3.3	-	2.0	0.0	3.6	2.0	2.0	0.0	3.6	-	-	-	-	3.6	-	-	-	-	-	-	-	-	
Prince Edward Island	-4.1	1.7	1.7	1.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nova Scotia	-0.5	1.2	1.5	2.6	0.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
New Brunswick	1.0	1.0	1.7	3.7	2.2	0.9	1.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Quebec	1.3	0.8	1.5	1.8	1.4	1.9	2.8	1.1	2.4	2.7	2.2	1.0	0.6	1.0	0.6	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
Ontario	0.3	1.0	1.1	1.3	2.1	0.6	1.3	1.2	1.2	1.1	1.1	1.1	1.2	1.2	1.2	1.2	1.2	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	
Manitoba	1.6	0.4	0.2	0.9	0.2	0.5	0.0	1.3	0.8	0.9	0.8	0.9	0.8	0.9	0.8	0.9	0.8	1.3	-	3.7	-	-	-	-	-	
Saskatchewan	1.0	1.9	1.1	1.0	0.0	1.6	0.9	-	1.0	0.9	-	1.0	0.9	1.5	-	-	-	-	-	-	-	-	-	-	-	
Alberta	-1.6	#####	0.8	1.0	2.5	2.2	2.2	2.4	2.2	2.6	1.9	2.7	2.7	3.1	2.7	2.7	2.7	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	
British Columbia	1.6	1.3	0.6	0.8	1.2	1.0	1.8	1.3	1.3	1.9	0.6	1.4	1.4	1.6	1.4	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	
Multi-Province	2.5	1.1	2.5	-	2.6	-	2.5	0.0	2.8	-	2.5	0.0	2.8	-	2.5	2.9	0.0	-	3.2	-	-	-	-	-	-	-
Federal Jurisdiction	0.4	1.0	0.5	0.1	0.6	2.0	1.3	1.5	1.6	1.6	1.1	1.4	0.7	1.0	0.7	1.0	0.0	1.0	1.0	0.0	1.0	0.0	1.0	0.0	1.0	
<b>Public Sector</b>	0.0	0.6	0.5	0.5	0.7	1.0	0.8	0.8	0.9	1.1	0.8	1.0	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	
<b>Private Sector</b>	1.3	1.4	1.9	1.9	2.3	2.2	2.5	1.6	2.2	2.4	2.1	2.1	1.7	1.8	2.0	1.7	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	
<b>Consumer Price Index</b>	0.2	2.1	1.6	1.4	2.1	1.7	1.7	1.8	2.0	1.7	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	

\* January to October

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Canada Post (legislated wage sett.)	CUPW	45,000	December 97
•Govt. of Canada	PIPS	7,600	November 97
•St-Lawrence Seaway	CAW	510	November 97
•Toronto area separate schools (sec.)	teachers' unions	2,200	November 97
•Govt. of Manitoba	Man. Govt. Empls. Union	13,520	November 97
•Manitoba Hydro-Electric Board	CUPE	750	December 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, SSEA	149,400	Barg./Conc.	Feb./Dec. 97
•Radio-Canada	CNTU	965	Conciliation	September 95
•Canada Post (working conditions)	CUPW	45,000	Legis./Med./Arb.	July 97
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7,500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9,650	Bargaining	March 96
•Govt. of New Brunswick	N.B. Public Employees	3,255	Bargaining	December 96
•Govt. of New Brunswick	Nurses	5,400	Bargaining	June 97
•Govt. of New Brunswick	N.B. Teachers	8,000	Bargaining	August 97
•Govt. of Nova Scotia	N.S. Teachers	10,600	Bargaining	October 97
•Govt. of Nova Scotia	N.S. Govt. Empls. Assn.	10,130	Bargaining	November 97
•Hydro Quebec	Prof. Engineers	1,500	Bargaining	December 95
•Ontario Hospitals	CUPE / SEIU	33,800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	35,000	Post Med.	March 96
•Ontario Community Colleges	OPSEU (Academic)	7,300	Bargaining	August 96
•Toronto area public schools (elem.)	various unions	10,600	Bargaining	August 96
•Toronto area public schools (sec.)	various unions	8,000	Bargaining	August 97
•Toronto area sep. schools (elem.)	various unions	4,300	Bargaining	August 97
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	Conciliation	December 96
•Govt. of Saskatchewan	Sask. Govt. Empls' Union	8,300	Bargaining	September 97
•SaskPower	IBEW	1,150	Bargaining	December 97
•Govt. of Alberta	AUPE	22,500	Bargaining	August 97
•Alberta Hospitals	various unions	9,410	Barg./Med.	March 96/97
•City of Edmonton	various unions	6,290	Barg./Med.	January 96/97
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4,400	Tent. Agt.	October 96
•B.C. Hydro & Power	Office & Prof. Empls. Intl. Union/IBEW	4,550	Barg./Med	Mar/Sept 97
•Via Rail	various unions	2,970	Bargaining	December 97
<b>Private Sector</b>				
•AT&T Canada	CAW	740	Tent. Agt.	December 97
•CP Rail	various unions	6,480	Bargaining	December 97
•CN Rail	various unions	15,910	Bargaining	December 97
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94

(continued)

**CURRENT KEY NEGOTIATIONS (Continued)**

Employer	Union	Number of employees	Status of neg.	Expiry month
•Expertech Network Installations (Bell) (Ont. & Que.)	CEP	1,000	Bargaining	November 97
•Maple Leaf Foods	UFCW	900	Work Stoppage	November 97
•Motor Coach Industries (Man.)	Machinists	1,580	Bargaining	September 97
•TELUS Communications	IBEW	2,070	Bargaining	December 97
•Alta. Constr. Labour Rel. Assn.	various unions	3,045	Barg./Arb.	April 97
•B.C. Pulp & Paper Cos.	various unions	8,765	Barg./W.S.	April 97
•Council of Marine Carriers (B.C.)	Cdn. Merchant Service Guild &	1,450	Bargaining	September 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•City of Montreal & Urban Community	CUPE	6,330	November 97
•City & Metro Toronto	CUPE	13,450	December 97
•Toronto Star Newspapers	CEP	1,100	December 97
•Union Gas Ltd. (Ont.)	CEP	1,000	December 97
•Dupont Canada Inc.	Kingston Ind. Nylon Workers	1,100	January 98
•Metro Toronto	Metro Police Assn.	7,300	December 97

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce

and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.





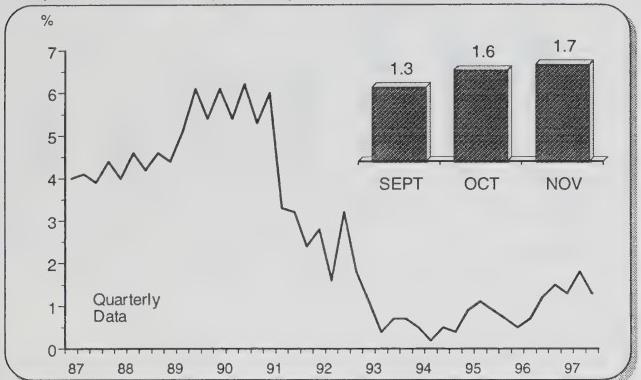
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# THE WAGE SETTLEMENTS BULLETIN

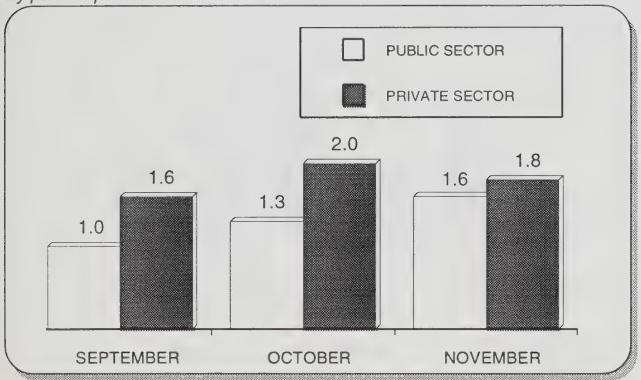
January 1998  
Volume 9, Issue 1



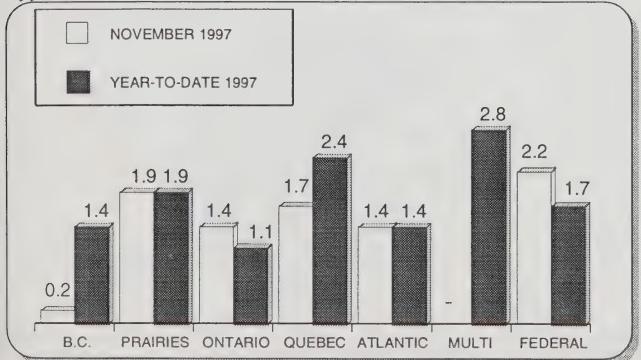
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments from major settlements,  
by jurisdiction



Le Bulletin existe également en français.

## November 1997

- Base rate wage adjustments from major collective bargaining settlements reached in November averaged 1.7 per cent annually over the contract term, up slightly from 1.6 per cent in October and 1.3 per cent in September. Wage adjustments from contracts reached in the first 11 months of 1997 averaged 1.6 per cent.

- There were 59,450 employees covered by the 33 agreements settled in November. When the parties to these contracts previously negotiated - with an average contract duration of 25 months - the resulting wage adjustments averaged 0.1 per cent, substantially lower than the 1.7 per cent in their current settlements.

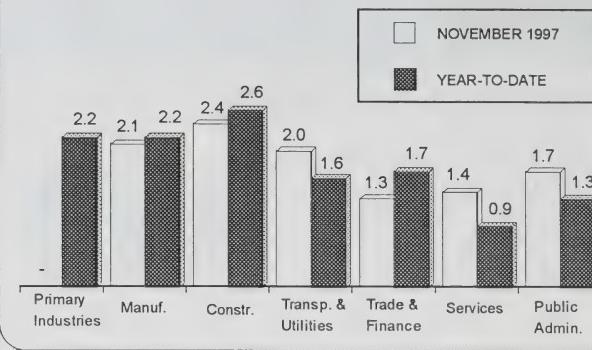
- Public sector wage adjustments averaged 1.6 per cent in November, up from 1.3 per cent in the previous month and the 1.0 per cent figure for the year to date. The November public sector results are based on a coverage of 41,580 employees in 21 agreements. Wage adjustments in this sector ranged from a wage freeze for 2,700 teachers with York Regional Separate School Board in Ontario, to a high of 2.6 per cent for 3,410 para-medical employees with the Provincial Health Authority in Alberta (in 2 agreements). The Government of Manitoba reached agreement with 13,520 public servants in 8 settlements yielding average wage increases of 1.3 per cent.

- Private sector wage adjustments averaged 1.8 per cent in November, slightly lower than the 2.0 per cent average in October, and the 2.2 per cent figure for the year to date. The November private sector results are based on a coverage of 17,870 employees in 12 agreements. Private sector wage adjustments ranged from wage freezes for 3,700 employees in 5 settlements (4 in the construction sector), to 4.2 per cent for 3,500 electricians with the Electrical Contractors Association of Alberta.

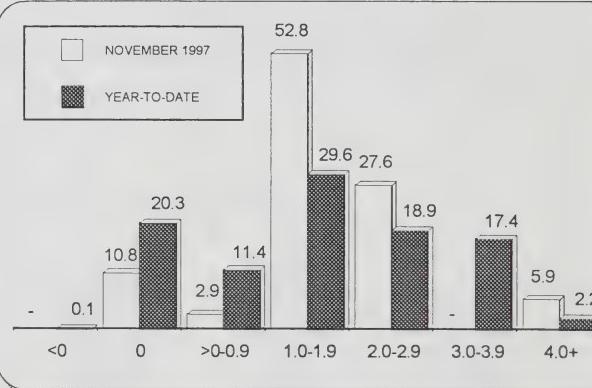
- On a regional/jurisdictional basis, the largest gains in November were in Alberta at 3.4 per cent, due mainly to the Electrical Contractors Association settlement mentioned above. In the Prairie provinces as a whole, wage adjustments averaged 1.9 per cent. The lowest wage adjustments were in British Columbia at 0.2 per cent. In Ontario, wage adjustments averaged 1.4 per cent, and a single agreement in Quebec provided wage gains of 1.7 per cent (Bauer Inc.). In Atlantic Canada, wage adjustments averaged 1.4 per cent and in the Federal Jurisdiction wage increases averaged 2.2 per cent due in large part to an agreement between the Government of Canada and 7,600 computer systems employees (with wage gains averaging 2.3 per cent).

*Base rate percentage adjustments in major settlements,  
by industry*

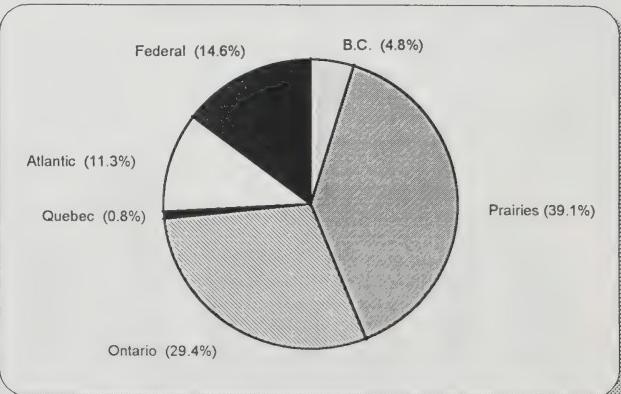
•On an industry basis, wage adjustments ranged from 1.3 per cent in Trade and Finance (5 agreements covering 10,050 employees), to a high of 2.4 per cent in Construction (5 agreements covering 6,200 employees of which 4 agreements yielded no wage increases). The largest concentration of employees in November's settlements was in Public Administration (11 agreements covering 28,290 employees), with wage adjustments averaging 1.7 per cent; they include 7 settlements with the Government of Manitoba (12,050 employees) and the Government of Canada settlement (7,600 computer system employees). Wage adjustments averaged 2.1 per cent in Manufacturing (3 agreements covering 2,320 employees); in the Services sector, 8 agreements provided 12,080 employees with wage gains averaging 1.4 per cent. A single agreement in the Transportation, Communication and Utilities sector provided 510 operations and maintenance employees with the St. Lawrence Seaway Authority with a wage increase averaging 2.0 per cent.



*Percentage distribution of employees in major settlements,  
by size of base rate adjustments*



*Percentage distribution of employees in major settlements,  
by region/jurisdiction*



•The distribution of settlements and employees by region/jurisdiction for the month of November is shown in the accompanying chart and in the table below:

	Agt.	Empls.
Atlantic Provinces	5	6,740
Quebec	1	500
Ontario	8	17,470
Prairies	13	23,230
British Columbia	3	2,850
Federal	3	8,660

**MAJOR SETTLEMENTS REACHED IN NOVEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (3 agreements)</b>	<b>2,320</b>	<b>2.1</b>	<b>2.4</b>	<b>48</b>	.
Trenton Works Inc., production employees, Trenton (N.S.)	1,200	2.1*	3.1	43	2000-10-31
Bauer Inc., plant & maintenance empl., Saint-Jerome (Que.)	500	1.7	1.3	60	2002-11-30
Kodak Canada Inc., plant & maintenance empl., Metropolitan Toronto (Ont.)	620	2.5	2.0	48	2001-11-13
<b>Construction (5 agreements)</b>	<b>6,200</b>	<b>2.4</b>	<b>2.5</b>	<b>32.7</b>	.
Saint John Construction Association Incorporated, carpenters, Saint John County (N.B.)	1,000	0.0	0.0	84	1999-06-30
Saint John Construction Association Incorporated, carpenters, province-wide (N.B.)	600	0.0	0.0	36	1999-06-30
Ottawa Construction Association, carpenters, Ottawa (Ont.)	500	0.0	0.0	12	1998-04-30
Electrical Contractors Association of Alberta, electricians, province-wide (Alta.)	3,500	4.2	4.4	24	1999-04-30
Construction Labour Relations Association of British Columbia, roofers, province-wide (excl. Vanc. Island) (B.C.)	600	0.0	0.0	12	1998-04-30
<b>Transp., Comm. &amp; Utilities (1 agreement)</b>	<b>510</b>	<b>2.0</b>	<b>2.0</b>	<b>24</b>	.
St. Lawrence Seaway Authority, operational, (Ont. & Que.)	510	2.0	2.0	24	1998-12-31
<b>Trade, Finance &amp; Insurance (5 agreements)</b>	<b>10,050</b>	<b>1.3</b>	<b>0.8</b>	<b>48.8</b>	.
New Dominion Stores (Division of A&P) retail employees, province-wide (Ont.)	5,400	1.4	1.1	48	2001-07-07
Oshawa Foods, division of the Oshawa Group Limited, retail employees, southern (Ont.)	850	2.3	1.8	48	2001-07-07
Westfair Foods Ltd., retail employees, Winnipeg (Man.)	2,100	1.3	0.0	77	2004-03-31
Manitoba Liquor Control Commission, administrative services employees, province-wide (Man.)	700	1.0	1.0	24	1999-03-31
Okanagan Federated Shippers Labour Relations Association, plant & maintenance empls., Kelowna (B.C.)	1,000	0.0	0.0	12	1998-08-31
<b>Community, Business &amp; Personal Services (8 agreements)</b>	<b>12,080</b>	<b>1.4</b>	<b>1.9</b>	<b>27.3</b>	.
Waterloo County Board of Education, plant & maintenance empl., Waterloo County (Ont.)	500	0.6*	0.0	20	1998-08-31
York Region Roman Catholic Separate School Board, elementary teachers, York County (Ont.)	2,700	0.0	0.0	24	1998-08-31
Metropolitan Separate School Board, secondary teachers, Metropolitan Toronto (Ont.)	2,200	2.3	2.3	12	1998-08-31
Government of Manitoba, health & social care professionals, province-wide (Man.)	1,470	1.3	1.0	36	2000-03-24
Provincial Health Authorities of Alberta, para-medical tech. empls., province-wide (excl. Edmonton), (Alta.)	2,640	2.6	4.5	34	2000-03-31
Provincial Health Authorities of Alberta, para-medical professional employees, province-wide (excl. Edmonton), (Alta.)	770	2.6	4.4	34	2000-03-31
Government of British Columbia, nurses, province-wide (B.C.)	1,250	0.4	0.0	33	1998-12-31
Atomic Energy of Canada Limited, engineers, Mississauga (Ont.)	550	1.5	2.2	34	1999-12-31

Continued on next page

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

## MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Public Administration (11 agreements)</b>	<b>28,290</b>	<b>1.7</b>	<b>1.4</b>	<b>38.9</b>	.
Government of New Brunswick. health & social care professionals, province-wide (N.B.)	1,140	1.3	0.0	60	2000-08-15
Government of New Brunswick, office and clerical employees, province-wide (N.B.)	2,800	1.9	2.9	48	2000-12-31
Government of Ontario, police officers, province-wide (Ont.)	4,700	1.7	0.0	60	1999-12-31
Government of Manitoba, office and clerical employees, province-wide (Man.)	3,120	1.3	1.0	36	2000-03-24
Government of Manitoba, social workers, province-wide (Man.)	2,220	1.3	1.0	36	2000-03-24
Government of Manitoba, scientific & other professionals, province-wide (Man.)	960	1.3	1.0	36	2000-03-24
Government of Manitoba, general tradesmen (non-construction), province-wide (Man.)	2,280	1.3	1.0	36	2000-03-24
Government of Manitoba, administrative services employees, province-wide (Man.)	1,220	1.3	1.0	36	2000-03-24
Government of Manitoba, scientific & other professionals, province-wide (Man.)	1,270	1.3	1.0	36	2000-03-24
Government of Manitoba, correctional officers, province-wide (Man.)	980	1.3	1.0	36	2000-03-24
Government of Canada, computer operators (Canada-wide)	7,600	2.3	2.5	24	1999-04-30
<b>Agreements with COLA (2 agreements)</b>	<b>1,700</b>	<b>1.7</b>	<b>2.2</b>	<b>36.2</b>	
<b>Agreements without COLA (31 agreements)</b>	<b>57,750</b>	<b>1.7</b>	<b>1.5</b>	<b>37.9</b>	
<b>All agreements (33 agreements)</b>	<b>59,450</b>	<b>1.7</b>	<b>1.6</b>	<b>37.8</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

We apologize for the delay caused by the ice storm.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustments in base rates)

	1994 1995 1996				1997				Year to date*				1997			
	3	4	1	2	3	2	3	May	Jun	Jul	Sep	Oct	Nov	Sep	Oct	Nov
<b>All Industries/Jurisdictions</b>																
Average Annual Adjustment	0.3	0.9	0.9	1.2	1.6	1.3	1.8	1.4	1.6	1.8	1.6	1.5	1.3	1.6	1.7	-
Non-COLA	0.2	0.8	0.6	0.8	0.6	1.3	1.8	1.4	1.6	1.8	1.5	1.5	1.3	1.5	1.7	-
COLA	1.3	1.4	2.7	3.2	2.7	2.4	1.9	1.7	2.0	1.7	2.1	2.0	-	2.4	1.7	-
First Year Increase	-0.1	0.4	0.7	1.1	-1.3	0.9	1.6	1.0	1.3	1.6	1.3	1.1	0.7	1.1	1.6	-
Non-COLA	-0.2	0.4	0.4	0.8	0.5	0.8	1.5	1.0	1.2	1.5	1.2	1.1	0.7	1.0	1.5	-
COLA	0.6	0.8	2.3	3.1	2.2	2.1	2.1	1.2	2.0	1.8	2.0	2.3	-	2.4	2.2	-
<b>Industries</b>																
Primary Industries	1.1	2.5	1.7	1.5	2.7	2.8	2.2	2.1	2.2	2.3	2.2	2.2	-	1.7	1.7	2.1
Manufacturing	2.0	2.4	3.1	3.2	3.3	2.2	2.8	1.9	2.2	2.8	2.8	2.8	-	2.1	2.1	-
Construction	0.2	1.0	0.3	1.1	0.6	-	2.7	2.0	2.6	2.4	2.4	2.2	-	2.1	2.4	-
Transp. & Communication	1.0	1.1	0.8	0.7	1.1	1.9	1.4	1.4	1.6	0.7	1.8	0.6	0.0	0.0	2.0	-
Trade-Finance	0.1	0.8	0.6	0.1	0.8	1.6	2.0	1.6	1.7	2.3	1.6	1.3	1.4	1.4	1.3	-
Services	-0.1	0.5	0.6	1.1	0.1	0.9	0.9	0.8	0.9	1.1	1.9	1.2	1.2	1.4	1.4	-
Public Administration	0.1	0.6	0.3	0.1	1.4	1.0	0.7	1.2	0.8	1.0	1.6	1.1	1.1	1.7	1.7	-
<b>Jurisdictions</b>																
Newfoundland	0.0	0.7	2.0	3.3	-	2.0	0.0	3.6	2.0	0.0	-	-	3.6	-	-	-
Prince Edward Island	-4.1	1.7	1.7	1.7	-	-	-	-	-	-	-	-	-	-	-	-
Nova Scotia	-0.5	1.2	1.5	2.6	0.0	-	-	-	2.0	-	-	-	2.0	-	1.8	2.1
New Brunswick	1.0	1.0	1.7	3.7	2.2	0.9	1.8	-	-	1.0	1.8	-	1.0	-	0.7	1.2
Quebec	1.3	0.8	1.6	1.8	1.5	1.9	2.8	1.1	2.4	2.8	1.2	1.2	1.0	1.3	1.7	-
Ontario	0.3	1.0	1.1	1.3	2.1	0.6	1.3	1.2	1.1	1.2	1.4	1.0	0.8	0.5	1.4	-
Manitoba	1.6	0.4	0.2	0.9	0.2	0.5	0.0	1.3	1.1	0.0	1.3	1.4	-	3.7	1.3	-
Saskatchewan	1.0	1.9	1.1	1.0	0.0	1.6	0.9	-	1.0	0.9	1.0	-	-	-	-	-
Alberta	-1.6	-0.3	0.9	1.0	2.5	2.2	2.2	2.4	2.3	2.5	2.0	3.0	-	2.4	3.4	-
British Columbia	1.6	1.3	0.6	0.8	1.2	1.0	1.8	1.5	1.4	1.8	0.6	1.6	1.8	0.5	0.2	-
Multi-Province	2.5	1.1	2.5	-	2.6	-	2.5	0.0	2.8	-	2.1	3.2	-	3.2	-	-
Federal Jurisdiction	0.4	1.0	0.5	0.1	0.6	2.0	1.3	1.5	1.7	0.7	1.9	2.0	0.0	1.0	2.2	-
Public Sector	0.0	0.6	0.5	0.5	0.7	1.0	0.8	0.9	1.0	1.0	1.4	1.0	1.3	1.6	-	-
Private Sector	1.3	1.4	1.9	1.9	2.3	2.2	2.5	1.6	2.2	2.5	1.9	1.7	1.6	2.0	1.8	-
Consumer Price Index	0.2	2.1	1.6	1.4	1.4	2.1	1.7	1.7	1.7	1.7	1.8	2.3	2.3	2.4	0.9	-

\* January to November

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•AT&T Canada	CAW	720	December 97
•Govt. of New Brunswick	N.B. Public Empls.	2,000	November 97
•Govt. of Nova Scotia	N.S. Govt. Empls. Assn.	10,000	January 98
•Agence de sécurité de l'est du Qué.	Steelworkers	8,020	December 97
•Société des alcools du Québec	Independent	2,280	December 97
•Electrical Contractors of Alberta	IBEW	3,500	November 97
•B.C. Ferry Corp.	B.C. Ferry & Marine Wkrs.	4,300	December 97

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b><u>Public Sector</u></b>				
•Govt. of Canada	PSAC, SSEA, PIPS	149,400	Barg./Conc.	Feb./Dec. 97
•Radio-Canada	CNTU	960	Conciliation	September 95
•Canada Post (working conditions)	CUPW	45,000	Legis./Med-Arb.	July 97
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7,500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9,650	Bargaining	March 96
•Govt. of New Brunswick	N.B. Public Employees	1,450	Bargaining	December 96
•Govt. of New Brunswick	Nurses	5,400	Bargaining	June 97
•Govt. of New Brunswick	N.B. Teachers	8,000	Bargaining	August 97
•Govt. of Nova Scotia	N.S. Teachers	10,600	Tent. Agt.	October 97
•Hydro Quebec	Prof. Engineers	1,500	Bargaining	December 95
•Ontario Hospitals	CUPE / SEIU	33,800	Arbitration	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	35,000	Arbitration	March 96
•Ontario Community Colleges	OPSEU (Academic)	7,300	Bargaining	August 96
•Toronto area public schools (elem.)	various unions	10,600	Bargaining	August 96
•Toronto area public schools (sec.)	various unions	8,000	Bargaining	August 97
•Toronto area sep. schools (elem.)	various unions	4,300	Bargaining	August 97
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	Conciliation	December 96
•Govt. of Saskatchewan	Sask. Govt. Empls' Union	8,300	Bargaining	September 97
•SaskPower	IBEW	1,150	Bargaining	December 97
•Govt. of Alberta	AUPE	22,500	Barg./Tent.	August 97
•Alberta Hospitals	various unions	9,410	Barg./Med.	March 96/97
•City of Edmonton	various unions	6,290	Barg./Med.	January 96/97
•B.C. Hydro & Power	Office & Prof. Empls. Intl. Union/IBEW	4,550	Barg./Med	Mar/Sept 97
•Via Rail	various unions	2,970	Bargaining	December 97
<b><u>Private Sector</u></b>				
•CP Rail	various unions	5,080	Barg/Conc.	December 97
•CN Rail	various unions	16,460	Barg/Conc.	December 97
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94
•Expertech Network Installations (Bell) (Ont. & Que.)	CEP	1,200	Conciliation	November 97

(continued)

**CURRENT KEY NEGOTIATIONS** (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Entourage Solutions Technologies (Ont. & Que.)	CEP	1,600	Tent. Agt.	November 97
•Maple Leaf Foods (Ont.)	UFCW	900	Work Stoppage	November 97
•Toronto Star Newspapers	CEP	1,100	Bargaining	December 97
•Union Gas Ltd. (Ont.)	CEP	1,200	Bargaining	December 97
•Dupont Canada Inc.	Kingston Ind. Nylon Workers	1,100	Bargaining	January 98
•General Electric (Ont.)	CAW	1,000	Bargaining	February 98
•Ford Electronics (Ont.)	IAM	1,500	Conciliation	January 98
•Motor Coach Industries (Man.)	Machinists	1,580	Bargaining	September 97
•TELUS Communications (Alta.)	IBEW	2,070	Bargaining	December 97
•Council of Marine Carriers (B.C.)	Cdn. Merchant Service Guild & Intl. Longshoremen's Union	1,450	Bargaining	September 97
•B.C. Pulp & Paper Cos.	various unions	8,765	Barg./W.S.	April 97

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•City of Montreal & Urban Community	CUPE	6,330	November 97
•City & Metro Toronto	CUPE	13,450	December 97
•Metro Toronto	Metro Police Assn.	7,300	December 97
•Liquor Control Board of Ontario & Liquor Licence Board of Ontario	Ontario Liquor Boards Union	4,600	March 98
•Health Employers Assn. of B.C.	Various Unions	69,635	March 98
•Greater Vancouver Hotel Employer's Assn.	Hotel Empls Intl. Union	2,200	February 98
•Canada Post	APOC	2,700	March 98
•Saskatchewan Telecommunications	CEP	3,600	March 98
•Maritime Telegraph & Telephone Co. (N.S.)	Atlantic Comm. and Tel. Union	2,250	March 98

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized workforce

and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



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# THE WAGE SETTLEMENTS BULLETIN

February 1998  
Volume 9, Issue 2

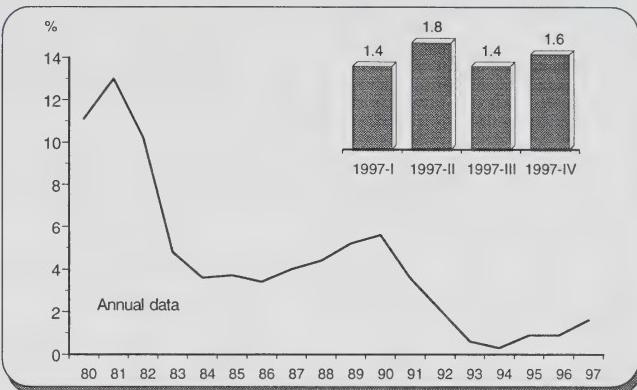
## ANNUAL REVIEW - 1997

Major collective bargaining settlements reached in 1997 provided base rate wage adjustments averaging **1.6 per cent** annually over the contract term, an increase from 0.9 per cent in both of the years 1995 and 1996, and from the record low of 0.3 per cent in 1994. The rate of CPI inflation in 1997 was the same as the increase in wage adjustments - 1.6 per cent; in 1995 and 1996, the CPI rose by 2.1 per cent and 1.6 per cent, respectively.

Wage adjustments from the 1997 settlements were approximately twice the rate in the contracts they replaced. There were 359 settlements reached in 1997, with a coverage of 660,060 employees. When the parties to these settlements previously negotiated the resulting wage adjustments averaged 0.7 per cent, compared to the 1.6 per cent in their 1997 settlements.

Contract duration in these 1997 settlements averaged 31.4 months, down from the record-long average of 33.0

Perspective on base rate percentage adjustments from major settlements



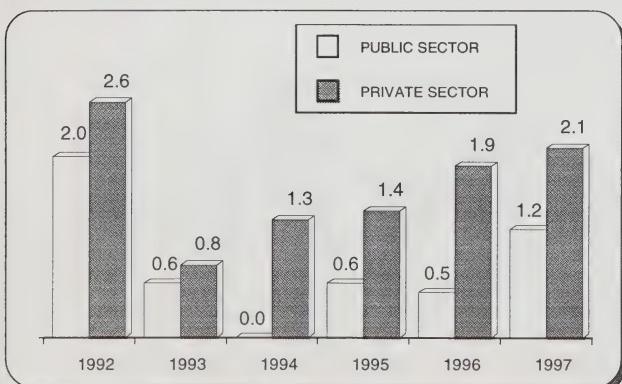
months in 1995, and 32.8 months in 1996, but well above the average of 18.2 months for settlements reached in 1991.

The proportion of employees subject to wage freezes (and a single rollback) in 1997's settlements, at 19.2 per cent, was less than the 35.2 per cent in 1996 and 25 per cent in 1995.

gains in both the public and private sectors, although wage gains in the private sector remained above those in the public sector, as they have since 1990. Wage adjustments in the **private sector** averaged **2.1 per cent** in 1997, compared to **1.2 per cent** in the **public sector**.

The private sector average of 2.1 per cent resulted from 151 agreements with a coverage of 303,025 employees, (46 per cent of all employees in this year's

## Base rate adjustments by public/private sector, in 1992-1997



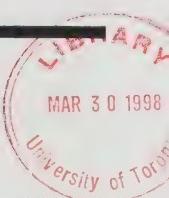
Le Bulletin existe également en français.

## In this issue:

Annual Review

December 1997 Data

Key Bargaining Situations in 1998



settlements). This marks the fourth year of gradual gains in the private sector; in three of those years, private sector wage adjustments have been at least modestly above the inflation rate. (See Table A on page 7.)

In the public sector, the 1997 average wage adjustment of 1.2 per cent resulted from 208 settlements with a coverage of 357,035 employees, and marks a modest increase from 0.5, 0.6 and 0.0 per cent in 1996, 1995 and 1994, respectively. Since 1993, wage gains in the public sector have been consistently and substantially below the rate of inflation.

### Distribution by Size of Wage Adjustments

The distribution of employees by size of wage adjustments reflects the differences between the private and public sectors. Although the private sector accounted for 46 per cent of all employees in the 1997 agreements, that sector accounted for only 24 per cent of all employees subject to wage freezes. The 28,670 private sector employees with wage freezes represented 9.5 per cent of all private sector employees, while the 91,305 public sector employees with wage freezes represented 25.6 per cent of all employees in the sector. Thirty-five per cent of private sector employees received increases of under 2.0 per cent, compared to 55.8 per cent of public sector employees. Close to 56 per cent (55.6 %) of private sector employees received increases of 2.0 per cent and more, compared to 18.7 per cent of public sector employees.

### Distribution of employees by size of wage adjustment

Increase Range	1997			
	# of agts.	% of agts.	# of empls.	% of empls.
less than 0%	1	0.3	650	0.1
0%	95	26.5	119,325	18.1
>0%-0.9%	50	13.9	75,460	11.4
1.0%-1.9%	102	28.4	229,864	34.8
2.0%-2.9%	69	19.2	119,560	18.1
3.0%-3.9%	33	9.2	101,280	15.3
4.0%-4.9%	6	1.7	11,320	1.7
5.0%-5.9%	—	—	—	—
6.0% and over	3	0.9	2,600	0.4
All levels	359	100.0	660,059	100.0

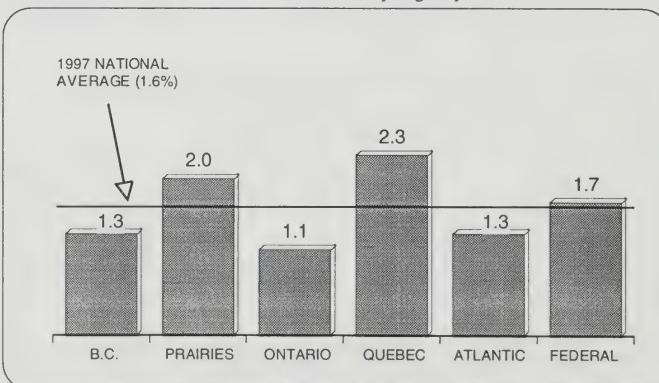
### Wage adjustments by Region / Jurisdiction

On a regional/jurisdictional basis, wage gains were highest in **Quebec** with 87,400 employees receiving wage adjustments averaging **2.3 per cent**. This was largely the result of gains averaging 2.6 per cent to 70,960 private sector employees (sixty per cent of them in the construction sector); for 16,440 public sector employees wage adjustments averaged 1.3 per cent. The **Prairie provinces'** 145,035 employees received wage adjustments averaging **2.0 per cent**, comprising 44,460 private sector

employees at 2.5 per cent, and 100,575 public sector employees at 1.7 per cent. In the **Federal jurisdiction**, 118,410 employees received **1.7 per cent**; 44,810 private sector employees gained a 2.0 per cent average increase, while for 73,600 public sector employees, wage adjustments averaged 1.5 per cent.

**Atlantic Canada's** 20,014 employees received below average wage adjustments of **1.3 per cent**, with 9,714 private sector employees receiving

Base rate increases in 1997 settlements, by region/jurisdiction



wage adjustments averaging 1.1 per cent, and 10,300 public sector employees an average of 1.5 per cent. In **British Columbia**, with 51,640 employees receiving wage adjustments averaging **1.3 per cent**, 31,780 private sector employees gained an average of 1.5 per cent, and 19,860 public sector employees, adjustments averaging 0.9 per cent. Wage gains were lowest in **Ontario** at **1.1 per cent** for 229,860 employees. For 93,600 private sector employees in the province, wage adjustments averaged 1.9 per cent, while for 136,260 public sector employees, adjustments averaged 0.5 per cent.

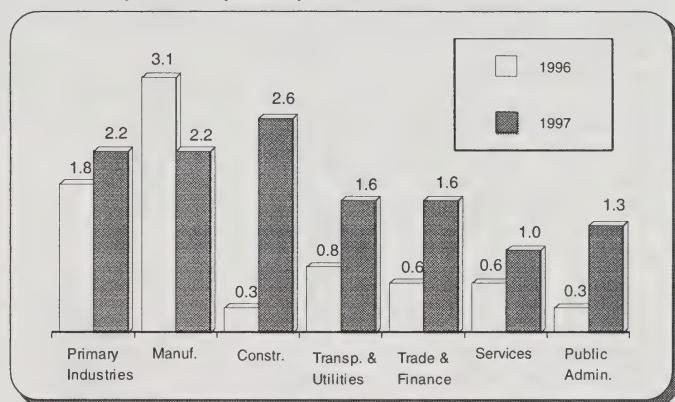
#### **Wage Adjustments by Industry**

On an industry basis, those industries with a large private sector component received, of course, above average increases, and conversely for industries with a public-sector preponderance. The largest wage gains were in construction at 2.6 per cent (99,850 employees), followed

by primary industries (9,964 employees) and the manufacturing industries (69,960 employees) both at 2.2 per cent. In the trade sector, increases averaged 1.6 per cent (60,380 employees). In other sectors, the mixed public/private transportation, communications and other utilities sector's 127,600 employees also received wage adjustments averaging 1.6 per cent,

the largely public, community, business and personal services sector's 223,590 employees received wage adjustments of 1.0 per cent, while in public administration 68,715 employees received wage adjustments averaging 1.3 per cent.

*Base rate adjustments by industry - 1996-1997*



*Base rate adjustments by industry - 1995-1997*

Industry	1995		1996		1997	
	% increase	# empls.	% increase	# empls.	% increase	# empls.
Primary Industries	2.5	3,051	1.8	10,518	2.2	9,964
Manufacturing	2.4	71,126	3.1	110,488	2.2	69,960
Construction	1.0	125,946	0.3	10,550	2.6	99,850
Transp./Comm./Utilites	1.1	152,592	0.8	134,910	1.6	127,600
Trade & Finance	0.8	14,813	0.6	39,710	1.6	60,380
Service Industries	0.5	417,091	0.6	325,226	1.0	223,590
Public Administration	0.6	122,544	0.3	151,586	1.3	68,715
All Industries	0.9	907,163	0.9	782,988	1.6	660,059

### December 1997

• Base rate wage adjustments from major collective bargaining settlements ratified during the month of December averaged **1.7 per cent**, the same as in November and fractionally above the 1.6 per cent average for 1997 as a whole.

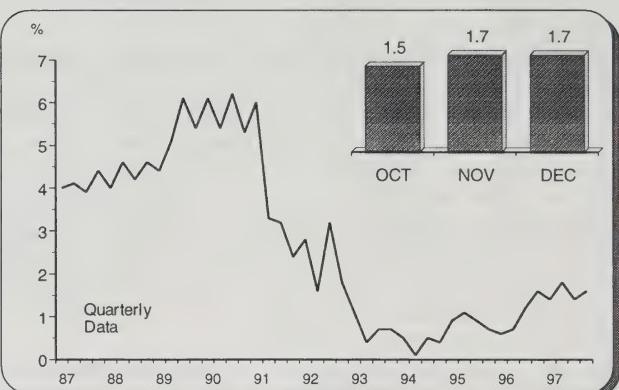
• December's results are based on a coverage of 26 agreements for 85,520 employees. When the parties to these contracts previously negotiated - with an average contract duration of 30 months - the resulting wage adjustments averaged 0.6 per cent, significantly lower than the 1.6 per cent in their current settlements.

• Public sector wage adjustments in December averaged **1.7 per cent**, fractionally above the November average of 1.6 per cent and above the 1.2 per cent public sector average for 1997 as a whole. The December public sector results are based on 20 agreements covering 73,290 employees. The majority of employees covered (65% of public sector employees and 56% of all employees) in this month's settlements were from the Canada Post agreement providing 47,900 postal workers with wage increases averaging 1.7 per cent. This agreement had the largest impact in determining the employee-weighted aggregate wage increase for the month of December. Other public sector settlements included the British Columbia Ferry Corp. providing 4,300 licensed and unlicensed personnel with wage increases averaging 0.5 per cent, and the New Brunswick Power Corp. and Manitoba Hydro settlements with wage increases averaging 0.7 and 1.2 per cent, respectively.

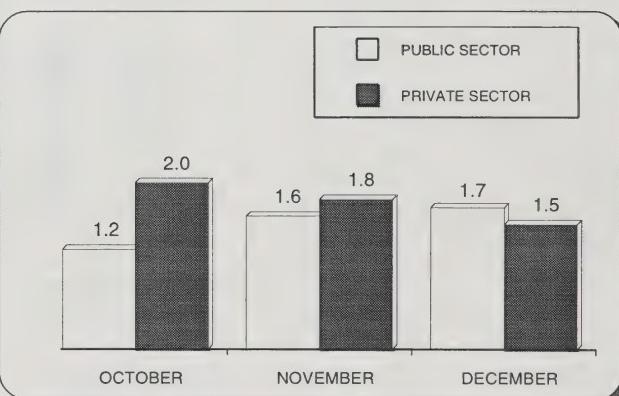
• Private sector wage adjustments in December averaged **1.5 per cent**, below the 1.8 and 2.0 per cent figures recorded in November and October, respectively, as well as the 2.1 per cent average for 1997 as a whole. The December private sector results are based on 6 agreements covering 12,230 employees. Also in this sector, a single agreement with a large concentration of employees had a significant impact on this month's aggregate average; the Quebec Security & Investigation Agency provided its 8,020 employees (66% of private sector employees in December) with wage increases averaging 1.5 per cent.

• On a regional/jurisdictional basis, the largest concentration of employees in December was in the Federal jurisdiction (2 agreements, 48,620 employees) overwhelmingly Canada Post employees. The largest increase was in the Prairie provinces (10 agreements, 13,560 employees) at 2.5 per cent, consisting largely of Alberta wage settlements (8 agreements covering 12,210 employees) averaging 2.7 per cent. In Quebec, (3 agreements, 11,220 employees), wage increases

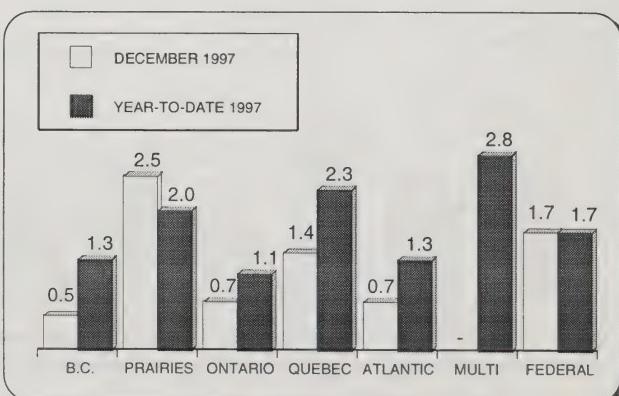
*Perspective on base rate percentage adjustments from major settlements*



*Base rate percentage adjustments from major settlements, by public / private sectors*



*Base rate percentage adjustments from major settlements, by region/ jurisdiction*



**MAJOR SETTLEMENTS REACHED IN DECEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (1 agreement)</b>	870	1.2	1.2	12	.
Delta Catalytic Industrial Services Ltd., service & maintenance empl., Mildred Lake (Alta.)	870	1.2	1.2	12	1998-12-31
<b>Manufacturing (1 agreement)</b>	700	0.0	0.0	12	.
Quality Meat Packers Limited and Toronto Abattoirs Ltd., plant & maintenance empl., Toronto (Ont.)	700	0.0	0.0	12	1998-10-31
<b>Transportation, Communication &amp; Utilities (5 agreements)</b>	54,240	1.6	1.4	35.2	.
New Brunswick Power Corporation, technical employees, province-wide (N.B.)	570	0.7	0.0	48	1999-09-30
Manitoba Hydro, office and technical employees, province-wide (Man.)	750	1.2	1.0	39	2000-03-29
British Columbia Ferry Corporation, licensed and unlicensed personnel, Coast (B.C.)	4,300	0.5	0.0	24	1998-10-31
AT&T Canada LDS, office & technical employees, Canada-Wide	720	3.2	3.0	36	2000-12-31
Canada Post Corporation, mail carriers, technical & inside empls., Canada-Wide	47,900	1.7*	1.5	36	2000-07-31
<b>Trade and Finance (3 agreements)</b>	3,880	0.7	0.0	47.8	.
Amalco Foods (Dominion Stores Division), retail employees, province-wide (Nfld.)	1,000	0.7	0.0	68	2003-07-31
Société des Alcools du Québec, office and clerical employees, province-wide (Que.)	2,280	0.6	0.0	42	1998-12-31
Liquor Board of Saskatchewan, office and retail employees, province-wide (Sask.)	600	1.0	0.0	36	1998-03-31
<b>Community, Business &amp; Personal Services (12 agreements)</b>	22,750	2.0	1.4	40.1	.
Security & Investigation Agency of Eastern Quebec Inc., security guards, province-wide (Que.)	8,020	1.5	0.0	69	2002-06-30
Station Mont Tremblant, Société en commandite, hotel and restaurant employees, Mont-Tremblant (Que.)	920	2.7	2.5	36	2000-10-31
London City Board of Education, office and clerical employees, London (Ont.)	630	0.0	0.0	33	1998-06-30
Ottawa Board of Education, elementary teachers, Ottawa (Ont.)	1,290	0.0	0.0	24	1998-08-31
Waterloo County Board of Education, support employees, Kitchener (Ont.)	550	0.6	0.0	20	1998-08-31
Board of Trustees of the Calgary Board of Education, elementary & secondary teachers, Calgary (Alta.)	5,620	2.4	1.4	24	1998-08-31
Board of Trustees of the Rocky View School Division No. 41, elementary and secondary teachers, Rocky View (Alta.)	640	6.1	6.1	12	1998-08-31
Northern Alberta Institute of Technology, admin. services & technical employees, Edmonton (Alta.)	570	4.1	4.1	12	1998-07-31
Foothills Provincial General Hospital, non-medical employees, Calgary (Alta.)	1,860	2.8	2.8	12	1998-03-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN DECEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Calgary Roman Catholic Separate School District No. 1, support employees, Calgary (Alta.)	660	1.8	2.0	36	1999-08-31
Capital Region Health Authority No. 10, para-medical technical employees, Edmonton and Area (Alta.)	1,280	2.8	4.5	32	2000-03-31
Capital Region Health Authority No. 10, para-medical professional employees, Edmonton and Area (Alta.)	910	2.8	4.5	32	2000-03-31
<b>Public Administration (4 agreements)</b>	<b>3,080</b>	<b>1.3</b>	<b>0.9</b>	<b>23.1</b>	.
Ontario Housing Corporation and all Local Housing Authorities, administrative services employees, province-wide (Ont.)	930	0.0	0.0	12	1998-12-31
City of London, inside employees, London (Ont.)	670	1.0	0.0	36	1999-12-31
City of North York, firefighters, North York (Ont.)	640	1.0	1.0	9	1996-12-31
Ottawa-Carleton Regional Police Services Board, police officers, Ottawa (Ont.)	840	3.1	2.5	36	1999-12-31
<b>Agreement with COLA (1 agreements)</b>	<b>47,900</b>	<b>1.7</b>	<b>1.5</b>	<b>36.0</b>	
<b>Agreements without COLA (25 agreements)</b>	<b>37,620</b>	<b>1.6</b>	<b>1.0</b>	<b>36.5</b>	
<b>All agreements (26 agreements)</b>	<b>85,520</b>	<b>1.7</b>	<b>1.3</b>	<b>36.2</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

cont'd from page 4

averaged 1.4 per cent, and in Ontario (8 agreements, 6,250 employees), wage adjustments averaged 0.7 per cent. In Atlantic Canada, (2 agreements, 1,570 employees), wage increases in major settlements averaged 0.7 per cent, and a single agreement in B.C. (4,300 employees with B.C. Ferry) provided a wage increase of 0.5 per cent.

• On an industry basis, wage adjustments ranged from a wage freeze in the Manufacturing sector (1 agreement covering 700 employees with Quality Meat Packers in Toronto), to a high of 2.0 per cent in the Services sector (12 agreements,

22,750 employees) which include several Alberta Education sector agreements and the Quebec Security and Investigation Agency settlement. The largest concentration of employees was in Transportation, Communication and Utilities (5 agreements covering 54,240 employees - including the Canada Post contract), with wage adjustments averaging 1.6 per cent. In other sectors, (by ascending order of increase), settlements in the Trade sector provided wage increases averaging 0.7 per cent (3 agreements, 3,880 employees); in Primary Industries, 1.2 per cent (1 agreement, 870 employees) and in Public Administration, 1.3 per cent (4 agreements, 3,080 employees). There were no settlements in the Construction sector.

**Table A**

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1995	1996	1997	1996	1997				1997			
					4	1	2	3	4	Oct	Nov	Dec
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	0.9	1.6	1.6	1.4	1.8	1.4	1.6	1.5	1.7	1.7	
Non-COLA	0.8	0.6	1.6	0.6	1.3	1.8	1.4	1.6	1.4	1.7	1.6	
COLA	1.4	2.7	1.8	2.7	2.4	1.9	1.7	1.7	2.4	1.7	1.7	
First Year Increase	0.4	0.7	1.3	1.3	0.9	1.6	1.0	1.3	1.5	1.7	1.7	
Non-COLA	0.4	0.4	1.2	0.5	0.8	1.5	1.0	1.3	1.4	1.7	1.6	
COLA	0.8	2.3	1.7	2.2	2.1	2.1	1.2	1.5	2.4	1.7	1.7	
<b>Industries</b>												
Primary Industries	2.5	1.8	2.2	2.7	2.8	2.2	2.1	1.2	-	-	1.2	
Manufacturing	2.4	3.1	2.2	3.3	2.2	2.8	1.9	1.7	1.7	2.1	0.0	
Construction	1.0	0.3	2.6	0.6	-	2.7	2.0	2.2	2.1	2.4	-	
Transp. & Communication	1.1	0.8	1.6	1.1	1.9	1.4	1.4	1.6	0.0	2.0	1.6	
Trade-Finance	0.8	0.6	1.6	0.8	1.6	2.0	1.6	1.1	1.4	1.3	0.7	
Services	0.5	0.6	1.0	0.1	0.9	0.9	0.8	1.6	1.1	1.4	2.0	
Public Administration	0.6	0.3	1.3	1.4	1.0	0.7	1.2	1.7	1.7	1.7	1.3	
<b>Jurisdictions</b>												
Newfoundland	0.7	2.0	1.8	-	2.0	0.0	3.6	0.7	-	-	0.7	
Prince Edward Island	1.7	1.7	-	-	-	-	-	-	-	-	-	
Nova Scotia	1.2	1.5	2.0	0.0	-	-	-	2.0	1.8	2.1	-	
New Brunswick	1.0	1.7	1.0	2.2	0.9	1.8	-	1.0	0.7	1.2	0.7	
Quebec	0.8	1.6	2.3	1.5	2.0	2.8	1.1	1.4	1.3	1.7	1.4	
Ontario	1.0	1.1	1.1	2.1	0.6	1.3	1.2	1.0	0.4	1.4	0.7	
Manitoba	0.4	0.2	1.1	0.2	0.5	0.0	1.3	1.4	3.7	1.3	1.2	
Saskatchewan	1.9	1.1	1.0	0.0	1.6	0.9	-	1.0	-	-	1.0	
Alberta	-0.3	0.9	2.4	2.5	2.2	2.2	2.4	2.8	2.4	3.4	2.7	
British Columbia	1.3	0.6	1.3	1.2	1.0	1.8	1.5	0.4	0.5	0.2	0.5	
Multi-Province	1.1	2.5	2.8	2.6	-	2.5	0.0	3.2	3.2	-	-	
Federal Jurisdiction	1.0	0.5	1.7	0.6	2.0	1.3	1.5	1.8	1.0	2.2	1.7	
<b>Public Sector</b>												
<b>Private Sector</b>	0.6	0.5	1.2	0.7	1.0	0.8	0.9	1.6	1.2	1.6	1.7	
<b>Consumer Price Index</b>	1.4	1.9	2.1	2.3	2.2	2.5	1.6	1.8	2.0	1.8	1.5	
	2.1	1.6	1.6	1.4	2.1	1.7	1.7	1.3	2.4	0.9	0.7	

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**Table B**  
**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1997</u>			
				1	2	3	4
	%	%	%	%	%	%	%
<b>All Sectors</b>							
<b>Canada</b>	0.9	0.9	1.6	1.4	1.8	1.4	1.6
<i>Atlantic</i>	1.0	1.7	1.3	1.5	1.1	3.6	1.1
Newfoundland	0.7	2.0	1.8	2.0	0.0	3.6	0.7
P.E.I.	1.7	1.7	-	-	-	-	-
Nova Scotia	1.2	1.5	2.0	-	-	-	2.0
New Brunswick	1.0	1.7	1.0	0.9	1.8	-	1.0
Quebec	0.8	1.6	2.3	2.0	2.8	1.1	1.4
Ontario	1.0	1.1	1.1	0.6	1.3	1.2	1.0
<i>Prairies</i>	0.4	0.6	2.0	1.8	1.8	2.2	2.2
Manitoba	0.4	0.2	1.1	0.5	0.0	1.3	1.4
Saskatchewan	1.9	1.1	1.0	1.6	0.9	-	1.0
Alberta	-0.3	0.9	2.4	2.2	2.2	2.4	2.8
B.C.	1.3	0.6	1.3	1.0	1.8	1.5	0.4
Multi-Prov	1.1	2.5	2.8	-	2.5	0.0	3.2
Federal	1.0	0.5	1.7	2.0	1.3	1.5	1.8
<b>Public Sector</b>							
<b>Canada</b>	0.6	0.5	1.2	1.0	0.8	0.9	1.6
<i>Atlantic</i>	0.7	1.4	1.5	1.1	-	3.6	1.4
Newfoundland	0.0	0.6	3.6	-	-	3.6	-
P.E.I.	-	1.7	-	-	-	-	-
Nova Scotia	-	-	1.8	-	-	-	1.8
New Brunswick	1.1	1.5	1.3	1.1	-	-	1.4
Quebec	0.7	1.1	1.3	1.9	0.7	0.7	0.7
Ontario	0.3	0.3	0.5	0.2	0.6	0.7	0.9
<i>Prairies</i>	0.3	0.4	1.7	1.8	1.3	1.3	2.1
Manitoba	0.3	0.0	1.0	0.1	0.0	1.3	1.3
Saskatchewan	1.9	0.9	0.9	-	0.9	-	1.0
Alberta	-0.7	0.7	2.2	2.2	1.7	1.4	2.7
B.C.	1.2	0.5	0.9	0.4	0.6	1.3	0.6
Multi-Prov	-	-	-	-	-	-	-
Federal	0.9	0.1	1.5	0.9	0.4	0.0	1.8
<b>Private Sector</b>							
<b>Canada</b>	1.4	1.9	2.1	2.2	2.5	1.6	1.8
<i>Atlantic</i>	1.3	2.0	1.1	1.7	1.1	-	0.7
Newfoundland	2.3	2.6	1.5	2.0	0.0	-	0.7
P.E.I.	1.7	-	-	-	-	-	-
Nova Scotia	1.2	1.5	2.1	-	-	-	2.1
New Brunswick	0.4	2.0	0.4	0.0	1.8	-	0.0
Quebec	1.6	2.2	2.6	2.2	3.0	1.2	1.6
Ontario	1.6	2.5	1.9	2.5	2.1	1.6	1.4
<i>Prairies</i>	0.7	2.0	2.5	1.8	2.4	2.5	2.9
Manitoba	0.9	2.2	1.9	2.0	-	-	1.8
Saskatchewan	2.5	2.0	1.5	1.6	1.0	-	-
Alberta	0.3	1.8	2.6	-	2.5	2.5	3.6
B.C.	1.3	0.9	1.5	1.3	2.7	1.6	0.0
Multi-Prov	1.1	2.5	2.8	-	2.5	0.0	3.2
Federal	1.3	0.7	2.0	2.3	2.1	1.5	3.2

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Govt. of Nova Scotia	N.S. Teachers	10,000	January 98
•Govt. of New Brunswick	Nurses	5,400	June 97
•Ford Electronics (Ont.)	IAM	1,500	January 98
•Dupont Canada Inc.	Kingston Ind. Nylon Workers	1,100	January 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, SSEA, PIPS	149,400	Barg./Conc.	Feb./Dec. 97
•Radio-Canada	CNTU	960	Conciliation	September 95
•Canada Post (working conditions)	CUPW	47,900	Legis./Med-Arb.	July 97
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7,500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9,650	Bargaining	March 96
•Govt. of New Brunswick	N.B. Public Employees	1,450	Bargaining	December 96
•Govt. of New Brunswick	N.B. Teachers	8,000	Bargaining	August 97
•Hydro Quebec	Prof. Engineers	1,500	Bargaining	December 95
•City of Montreal & Urban Community	CUPE	6,330	Bargaining	November 97
•Liquor Control Board of Ontario & Liquor Licence Board of Ontario	Ontario Liquor Boards Union	4,600	Bargaining	March 98
•Ontario Hospitals	CUPE / SEIU	33,800	Arbitration	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	35,000	Arbitration	March 96
•Ontario Community Colleges	OPSEU (Academic)	7,300	Bargaining	August 96
•Toronto area public schools(elem.)	various unions	10,600	Bargaining	August 96
•Toronto area public schools (sec.)	various unions	8,000	Bargaining	August 97
•Toronto area sep. schools (elem.)	various unions	4,300	Bargaining	August 97
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	Conciliation	December 96
•Govt. of Saskatchewan	Sask. Govt. Emps' Union	8,300	Bargaining	September 97
•SaskPower	IBEW	1,150	Bargaining	December 97
•Saskatchewan Telecommunications	CEP	3,600	Bargaining	March 98
•Govt. of Alberta	AUPE	22,500	Barg./Tent.	August 97
•Alberta Hospitals	various unions	9,410	Barg./Med.	March 96/97
•City of Edmonton	various unions	6,290	Barg./Med.	January 96/97
•B.C. Hydro & Power	Office & Prof. Emps. Intl. Union/IBEW	4,550	Barg./Med	Mar/Sept 97
•Health Employers Assn. of B.C.	various Unions	89,130	Bargaining	March 98
•Via Rail	various unions	2,970	Bargaining	December 97
<b>Private Sector</b>				
•CP Rail	various unions	5,080	Barg/Conc.	December 97
•CN Rail	various unions	16,460	Barg/Conc.	December 97
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94

**CURRENT KEY NEGOTIATIONS (Continued)**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Private Sector (cont'd)</b>				
•Expertech Network Installations (Bell) (Ont. & Que.)	CEP	1,200	Tent. Agt	November 97
•Entourage Solutions Technologies (Ont. & Que.)	CEP	1,600	Tent. Agt	November 97
•Maple Leaf Foods (Ont.)	UFCW	900	Work Stop.	November 97
•Toronto Star Newspapers	CEP	1,100	Bargaining	December 97
•Union Gas Ltd. (Ont.)	CEP	1,200	Bargaining	December 97
•General Electric (Ont.)	CAW	1,000	Bargaining	February 98
•Motor Coach Industries (Man.)	Machinists	1,580	Bargaining	September 97
•TELUS Communications (Alta.)	IBEW	2,070	Bargaining	December 97
•Council of Marine Carriers (B.C.)	Cdn. Merchant Service Guild & Intl. Longshoremen's Union	1,450	Bargaining	September 97
•B.C. Pulp & Paper Cos.	various unions	8,765	Med./W.S.	April 97
•Greater Vancouver Hotel Employer's Assn.	Hotel Empls Intl. Union	2,200	Bargaining	February 98

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Canada Post	APOC	2,700	March 98
•Eastern Canada Pulp and Paper	various unions	19,600	April 98
•Bldg. Contractors Assn. of Que.	various unions	42,590	April 98
•Ontario Hydro	CUPE	14,300	March 98
•City of Toronto	CUPE	13,450	December 97
•City of Toronto	Metro Police Assn.	7 300	December 97
•Ontario Construction sector	various unions	75,000	April 98
•Maritime Telegraph & Telephone Co. (N.S.)	Atlantic Comm. and Tel. Union	2,250	March 98

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20

per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

**KEY COLLECTIVE BARGAINING NEGOTIATIONS - 1998**

<b>Employer and province</b>	<b>No. of empls.</b>	<b>Expiry Month</b>	<b>Employer and province</b>	<b>No. of empls.</b>	<b>Expiry Month</b>
<b>NEWFOUNDLAND</b>					
Fishery Products Intl.	3,000	*	General Electric Canada Inc.	1,550	Feb./Mar.
Gov't of Nfld. (Health, Education & Prov. Admin.)	27,700	*	Atlas Specialty Steels	780	Mar.
			Pulp and Paper Sector	4,450	Apr./Aug.
			Camco Inc.	750	Apr.
<b>PRINCE EDWARD ISLAND</b>					
Gov't of P.E.I. (Prov. Admin)	2,600	Mar.	H.J. Heinz of Canada Ltd.	750	Apr.
Gov't of P.E.I. (Teachers)	1,440	June	Uniroyal Goodrich Canada Inc.	900	May
			A.G. Simpson Co. Ltd.	1,900	July
			Siemens Electric Ltd.	1,200	July
<b>NOVA SCOTIA</b>					
Nova Scotia Power	1,300	Mar.	Babcock & Wilcox Industries Ltd.	690	Aug.
Construction Sector (mainland)	3,300	Apr.	CAMI Automotive Inc.	2,040	Sept.
National Sea Products	500	*	Standards Products (Canada) Ltd.	840	Sept.
Gov't of N.S. (Health, Education & Prov. Admin.)	23,010	*	McDonnell Douglas Canada Ltd.	840	Oct.
			Construction Sector	74,350	Apr./Dec.
			Ontario Hydro	5,570	Dec.
			Liquor Control Board of Ontario	4,600	Mar.
<b>NEW BRUNSWICK</b>					
Pulp and Paper Sector	2,020	Apr./Jun.	Fortinos Supermarket Ltd.	1,900	June
Construction Sector	600	June	Brewers Retail Inc.	5,000	Dec.
Connors Brothers Ltd.	1,200	Dec.	Education Sector**	134,030	Mar.-Dec.
Construction Sector	1,200	*	Teaching Hospital Committee (Residents & Interns)	2,400	Mar.
Gov't of N.B. (Health & Education)	17,490	*	Extendicare, Diversicare I, Versa Care, etc. Nursing Homes	3,030	Dec.
			City of Toronto	2,330	Dec.
<b>QUEBEC</b>					
Camco inc.	610	Mar.	Gov't of Ont. (Prov. Admin.)	64,710	Dec.
Frigidaire Canada	610	Mar.	Maple Leaf Meats	950	*
Construction Sector**	49,170	Apr.	Toronto Star Newspapers	1,100	*
Pulp & Paper Sector	7,230	Apr./Sept.	Union Gas Ltd.	970	*
Noranda Metallurgy	820	May	Council of Regents for Colleges of Applied Arts & Technology	7,300	*
Quebec Fashion & Clothing Industry	4,960	May/Nov.	Health Sector	73,000	*
Canadian Reynolds Metals	1,650	June	City of Toronto	19,300	*
Bombardier	900	Sept.	<b>MANITOBA</b>		
Alcan Smelters and Chemicals	3,830	Oct.	Construction Sector	3,000	Apr.
Automotive Dealers	26,800	June	Canada Safeway Ltd.	4,000	May
Gov't of QC:			University of Manitoba	3,230	Mar./Sept.
Education Sector	119,390	May/June	Gov't of Manitoba (Home Care)	3,000	Mar.
Health Sector	145,550	June	Motor Coach Industries	1,200	*
Prov. Admin. Sector	58,990	June/Dec.	Education Sector	7,690	*
Montreal Urban Comm. Police	4,000	Dec.	City of Winnipeg	3,220	*
University Sector	7,970	*			
Quebec Residents & Interns	1,880	*			
Building Maintenance Employees	7,970	*			
City of Montreal & Urban Community	8,500	*			

\* Carried over from 1997.

\*\* Some of these are also involved in negotiations carried over from 1997.

Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
<b>SASKATCHEWAN</b>					
Intl. Minerals and Chemicals Ltd.	680	Jan.	Pulp & Paper Sector	7,020	*
Sask. Energy and Power	1,200	Jan.	BC Rail	1,700	*
Sask. Tel.	3,600	Mar.	BC Hydro and Power Authority	1,850	*
Association of Health			Insurance Corp. of B.C.	3,300	*
Organizations (Home Care)	1,500	Mar.	Education Sector	5,280	*
Sask. Power	1,150	*	Universities	3,900	*
Canada Safeway	1,100	*	Vancouver & Other Cities	3,820	*
Sask. Crop & Gov't Insurance	1,740	*			
Extendicare (Canada) Inc.	570	*	<b>MORE THAN ONE PROVINCE</b>		
Gov't of Saskatchewan (Health, Education & Prov. Admin.)	34,830	*	Abitibi Price & Gaspésia Co.	2,930	Apr.
Sask. Inst. of Science & Technology	1,500	*	Canadian Automatic Sprinkler Assn.	3,400	Apr./Sept.
Univ. of Regina & Saskatchewan	3,110	*	Boilermaker Contractors' Assn.	3,540	June
			Entourage Technology Solutions	900	Jan.
<b>ALBERTA</b>					
<b>FEDERAL JURISDICTION</b>					
Prov. Regional Health Authority	2,990	Mar.	Canada Post	14,700	Mar.-Sept.
North. & South. Inst. of Technology	2,000	June/July	CBC	7,590	Mar.-Sept.
Delta Catalytic Industrial Services Ltd.	840	Dec.	Air Canada	6,370	Apr./Oct.
Alberta Power Ltd.	990	Dec.	Bell Canada	30,110	May/Nov.
TransAlta Utilities	1,020	Dec.	CANPAR Transport Ltd.	1,200	Oct.
City of Calgary	1,700	Dec.	Canadian Pacific Ltd.	6,280	Dec.
Canadian Western Natural			Greyhound Transportation	1,400	Dec.
Gas & Northwestern Utilities	2,320	*	Cape Breton Development Corp.	1,300	Dec.
City of Edmonton	6,290	*	Maritime Tel.	2,250	Mar.
Education Sector	22,190	*	New Brunswick Tel.	790	Apr.
Health Sector	9,270	*	Overland Express	500	Mar.
Government of Alberta	21,290	*	Brink's Canada Limited	560	Aug.
			Manitoba Tel. & MTS Net Com.	1,700	Dec.
			Telus Communications Inc.	4,340	Apr./Dec.
<b>BRITISH COLUMBIA</b>					
Highland Valley Copper	1,020	Sept.	BC Tel.	10,600	Dec.
Fish Processors' Bargaining Assn.	3,275	Apr.	BC Maritime Employers Assn.	4,000	Dec.
Pacific Press Limited	1,200	Nov.	Waterfront Foremen Employers Assn.	500	Dec.
Construction Sector	28,210	Apr.	Yukon Gov't	2,040	Mar.
BC Gas Utility	1,250	Mar.	Northwest Territories Gov't	5,500	Mar.
BC Transit	3,170	Mar.	St. Lawrence Seaway Authority	600	Dec.
Vancouver Hotel Employer's Assn.	2,400	Feb.	Gov't of Canada**	156,090	Mar./Oct.
Health Sector	69,640	Mar.	CN, CP & Via Rail	24,530	*
Education Sector	49,270	Apr.-Dec.	Marine Atlantic Inc.	1,900	*
Workers' Compensation Board	2,400	Mar.	National Research Council	1,570	*
Gov't of British Columbia			CBC	970	*
(Prov. Admin.)	33,750	Apr.	Canadian Freightways Limited	550	*
Okanagan Federated Shippers	1,000	Aug.			

\* Carried over from 1997.

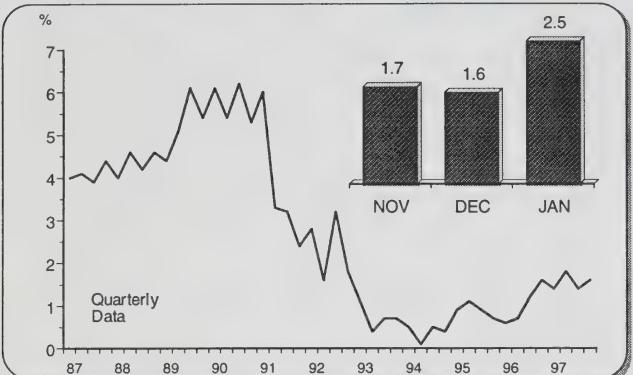
\*\* Some of these are also involved in negotiations carried over from 1997.

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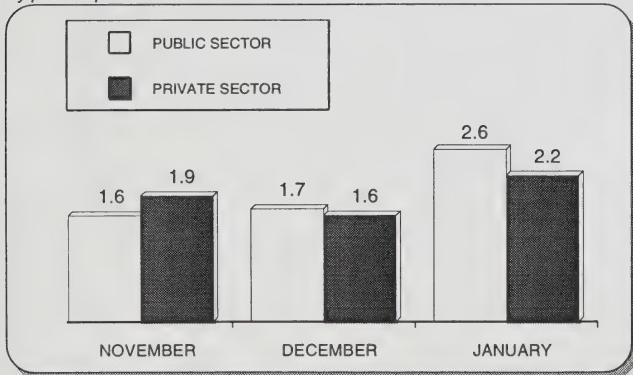
## THE WAGE SETTLEMENTS BULLETIN

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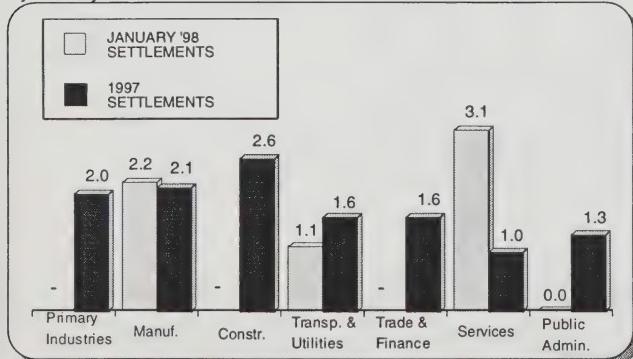
### Perspective on base rate percentage adjustments from major settlements



### Base rate percentage adjustments from major settlements, by public / private sectors



### Base rate percentage adjustments in major settlements, by industry



Le Bulletin existe également en français.

### January 1998

• Base rate wage adjustments from major collective bargaining settlements reached in January 1998 averaged 2.5 per cent, up from 1.6 per cent in both December, 1997, and for that year as a whole.

• The January results are based on a review of only 8 settlements covering 17,080 employees. (In 1997 when the annual settlement and employee coverage were at their lowest since the series commenced in 1978, the average monthly coverage was 30 agreements and 55,255 employees.) When the parties to the January 1998 settlements previously negotiated - with contract duration averaging 33.4 months - the resulting wage adjustments averaged 0.1 per cent, compared to the 2.5 per cent in their January 1998 settlements.

• Public sector wage adjustments averaged 2.6 per cent in January, 1998, up from 1.7 per cent in December, and 1.2 per cent for the year 1997. In both months, public-sector adjustments were above those in the private sector; not since May, 1995, have public-sector gains been above the private sector's. There were 5 public-sector settlements reached in January, with a coverage of 13,980 employees. The January figures were significantly affected by a Government of Nova Scotia settlement with 10,000 elementary and secondary school teachers, with wage gains averaging 3.4 per cent annually in a two-year contract. In other public-sector settlements, there were wage freezes for 1,250 City of Toronto recreation employees and 530 Transcona-Springfield (Manitoba) school-teachers, while 1,600 bus drivers and maintenance employees with the City of Calgary gained an average annual increase of 1.1 per cent.

• Private-sector wage increases for 3,100 employees in 3 January settlements averaged 2.2 per cent, up from the December 1997 figure of 1.6 per cent, and the average of 2.1 per cent for that year.



•The three private-sector settlements in January were all in Manufacturing. At Halifax Shipyard Ltd. in Nova Scotia, 500 employees gained an average annual increase of 1.8 per cent in a 3-year contract; 1,100 Dupont of Canada employees in Kingston, Ontario, received an average annual increase of 2.0 per cent in a 33-month contract; and 1,500 Ford Electronics employees received an average annual increase of 2.5 per cent in a three-year agreement.

•In other industry groups, 11,130 employees in 3 agreements in the community, business and personal services sector received wage adjustments averaging 3.1 per cent (including the 10,000 Nova Scotia teachers at 3.4 per cent); 1,600 transportation sector employees in a single agreement gained an average annual increase of 1.1 per cent; and for 1,250 public administration employees, there was a wage freeze.

•In total, there were wage freezes for 1,780 employees in two January settlements, and they constituted 10.4 per cent of all employees in the month. At the upper end of the distribution were the 10,000 Nova Scotia teachers at 3.4 per cent, and they accounted for 58.5 per cent of all employees in January's settlements.

•The January data by region/jurisdiction are listed in the table below:

	<i>agts.</i>	<i>empls.</i>	<i>% inc.</i>
Atlantic Provinces	2	10,500	3.3
Ontario	3	3,850	1.5
Prairies	2	2,130	0.9
British Columbia	1	600	0.5

### MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (3 agreements)</b>					
Halifax Shipyard Limited, production, Halifax (N.S.)	3,100	2.2	2.0	34.9	.
	500	1.8	2.0	36	2000-12-31
DuPont Canada Inc., plant & maintenance empl., Kingston (Ont.)	1,100	2.0	2.8	33	2000-10-27
Ford Electronics Manufacturing Corporation, production, Markham (Ont.)	1,500	2.5	1.5	36	2001-01-09
<b>Transp., Comm. &amp; Utilities (1 agreement)</b>					
City of Calgary, bus drivers, Calgary (Alta.)	1,600	1.1	0.0	63.0	.
	1,600	1.1	0.0	63	1999-12-31
<b>Community, Business &amp; Personal Services (3 agreements)</b>					
Government of Nova Scotia, elementary and secondary teachers, province-wide (N.S.)	11,130	3.1	4.4	24.0	.
Transcona-Springfield School Division No. 12, elementary and secondary teachers, Transcona (Man.)	10,000	3.4	4.9	24	1999-10-31
University of Victoria, office and clerical employees, Victoria (B.C.)	530	0.0	0.0	24	1996-12-31
	600	0.5	0.0	24	1999-03-31
<b>Public Administration (1 agreement)</b>					
The Corporation of the City of Toronto, recreational employees, Toronto (Ont.)	1,250	0.0	0.0	18.0	.
	1,250	0.0	0.0	18	1997-12-31
<b>Agreements with COLA (0 agreements)</b>	-	-	-	-	-
<b>Agreements without COLA (8 agreements)</b>	17,080	2.5	3.2	29.2	
<b>All agreements (8 agreements)</b>	17,080	2.5	3.2	29.2	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
 (effective average annual percentage adjustments in base rates)

	1995	1996	1997	1997			May			1997			1998		
				1	2	3	4	Jul	Aug	Nov	Dec	Jan	Nov	Dec	Jan
<b>All Industries/Jurisdictions</b>															
Average Annual Adjustment	0.9	0.9	1.6	1.3	1.8	1.4	1.6	1.5	1.4	1.7	1.7	1.6	2.5		
Non-COLA	0.8	0.6	1.6	1.3	1.8	1.4	1.6	1.5	1.4	1.8	1.5	1.7	2.5		
COLA	1.4	2.5	1.8	2.2	1.8	1.6	1.7	1.6	1.5	1.7	1.7	1.7	-		
First Year Increase	0.4	0.7	1.3	0.8	1.6	1.0	1.4	1.2	1.0	1.6	1.3	1.3	3.2		
Non-COLA	0.4	0.4	1.2	0.8	1.5	1.0	1.3	1.1	1.0	1.6	1.5	1.0	3.2		
COLA	0.8	2.3	1.6	1.7	1.8	0.9	1.5	1.6	0.9	1.5	2.2	1.5	-		
<b>Industries</b>															
Primary Industries	2.5	1.7	2.0	2.8	2.0	1.8	1.2	2.0	1.8	1.2	-	1.2	-		
Manufacturing	2.3	2.9	2.1	2.1	2.7	1.9	1.7	2.6	1.8	2.0	2.1	1.0	2.2		
Construction	1.0	0.1	2.6	-	2.7	2.0	2.3	2.8	2.0	2.6	2.6	-	-		
Transp. & Communication	1.1	0.8	1.6	1.9	1.4	1.4	1.6	1.4	0.9	1.6	2.0	1.6	1.1		
Trade-Finance	0.8	0.6	1.6	1.6	2.0	1.6	1.1	1.7	1.7	1.1	1.3	0.7	-		
Services	0.5	0.6	1.0	0.9	0.9	0.8	1.7	0.8	1.1	2.1	1.4	1.9	3.1		
Public Administration	0.6	0.3	1.3	1.0	0.7	1.2	1.7	0.8	1.2	1.6	1.7	1.3	0.0		
<b>Jurisdictions</b>															
Newfoundland	0.7	2.0	1.8	2.0	0.0	3.6	0.7	0.0	3.6	0.7	-	0.7	-		
Prince Edward Island	1.7	1.7	-	-	-	-	-	-	-	-	-	-	-		
Nova Scotia	1.2	1.5	2.0	-	-	-	-	-	-	-	-	-	-		
New Brunswick	0.9	1.7	1.0	0.9	1.8	-	-	-	-	-	-	-	-		
Quebec	0.8	1.5	2.3	1.9	2.8	1.1	1.4	2.2	1.0	1.4	1.7	1.4	-		
Ontario	0.9	1.0	1.1	0.6	1.3	1.2	1.1	1.1	1.2	1.3	1.4	0.8	1.5		
Manitoba	0.4	0.2	1.1	0.5	0.0	1.3	1.4	0.0	1.7	1.3	1.3	1.2	0.0		
Saskatchewan	1.9	1.1	1.0	1.5	0.9	-	1.0	1.5	-	1.0	-	1.0	-		
Alberta	-0.3	0.9	2.4	2.2	2.4	2.8	1.9	2.6	2.8	3.4	2.7	1.1	-		
British Columbia	1.3	0.6	1.3	1.0	1.8	1.5	0.5	0.6	1.6	0.5	0.2	0.6	0.5		
Multi-Province	1.1	2.3	2.8	-	2.5	0.0	3.2	2.5	2.9	-	-	-	-		
Federal Jurisdiction	1.0	0.5	1.7	2.0	1.3	1.5	1.8	1.4	0.7	1.8	2.2	1.7	-		
<b>Public Sector</b>	0.6	0.5	1.2	1.0	0.8	0.9	1.6	0.8	1.1	1.7	1.6	1.7	2.6		
<b>Private Sector</b>	1.4	1.8	2.1	2.1	2.5	1.6	1.8	2.1	1.7	1.8	1.9	1.6	2.2		
<b>Consumer Price Index</b>	2.1	1.6	1.6	2.1	1.7	1.7	1.3	1.7	1.6	0.9	0.9	0.7	1.1		

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Govt. of Canada	SSEA & IBEW	4,600	February 98
•Motor Coach Industries	Machinists	1,620	February 98
•General Electric (Ont.)	CAW	1,000	February 98
•Maple Leaf Foods (Ont.)	UFCW	900	February 98
•Maritime Telegraph & Telephone Co.	Atlantic Comm. and Tel. Union	2,250	March 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, PIPS	142,070	Barg./Conc.	Feb./Dec. 98
•Govt. of Canada	SSEA	2,730	Tent. Agt.	May 98
•Radio-Canada	CNTU	960	Conciliation	September 95
•Canada Post	CUPW	47,900	Med./Arb.*	July 97
•Canada Post	APOC	2,700	Bargaining	March 98
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8,000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7,500	Tent. Agt.	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	CUPE/NAPE	9,650	Barg./Tent.	March 96
•Govt. of New Brunswick	N.B. Public Employees	1,450	Bargaining	December 96
•Govt. of New Brunswick	N.B. Teachers	8,000	Bargaining	August 97
•Hydro Quebec	Prof. Engineers	1,500	Bargaining	December 95
•City of Montreal & Urban Community	CUPE	6,330	Bargaining	November 97
•Liquor Control Board of Ontario & Liquor Licence Board of Ontario	Ontario Liquor Boards Union	4,600	Bargaining	March 98
•Ontario Hospitals	CUPE / SEIU	33,800	Barg./Arb.	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	35,000	Arbitration	March 96
•Ontario Community Colleges	OPSEU (Academic)	7,300	Bargaining	August 96
•Toronto area sep. schools (elem.)	various unions	4,300	Bargaining	August 97
•Ontario Hydro	CUPE	14,300	Bargaining	April 98
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	Tent. Agt.	December 96
•Govt. of Saskatchewan	Sask. Govt. Emps' Union	8,300	Bargaining	September 97
•SaskPower	IBEW	1,150	Conciliation	December 97
•Saskatchewan Telecommunications	CEP	3,600	Bargaining	March 98
•Govt. of Alberta	AUPE	22,500	Barg./Tent.	August 97
•Alberta Hospitals	various unions	9,410	Barg./Med.	March 96/97
•City of Edmonton	various unions	6,290	Barg./Med.	January 96/97
•B.C. Hydro & Power	Office & Prof. Emps. Intl. Union/IBEW	4,550	Barg./Med	Mar/Sept 97
•Health Employers Assn. of B.C.	various unions	89,130	Bargaining	March 98
•Via Rail	various unions	2,970	Bargaining	December 97

**Private Sector**

•CP Rail	various unions	5,080	Barg/Tent.	December 97
•CN Rail	various unions	16,460	Barg/Conc/Tent.	December 97
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94

\*Ongoing negotiations on working conditions

(continued)

**CURRENT KEY NEGOTIATIONS (Continued)**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Private Sector (cont'd)</b>				
•Experitech Network Installations (Bell) (Ont. & Que.)	CEP	1,200	Tent. Agt	November 97
•Entourage Solutions Technologies (Ont. & Que.)	CEP	1,600	Tent. Agt	November 97
•Toronto Star Newspapers	CEP	1,100	Bargaining	December 97
•Union Gas Ltd. (Ont.)	CEP	1,200	Bargaining	December 97
•TELUS Communications (Alta.)	IBEW	2,070	Bargaining	December 97
•Council of Marine Carriers (B.C.)	Intl. Longshoremen's Union & Cdn. Merchant Service Guild	1,150	Barg./Conc.	September 97
•B.C. pulp & paper cos.	various unions	8,765	Med./W.S.	April 97
•Greater Vancouver Hotel Employer's Assn.	Hotel Empls Intl. Union	2,200	Bargaining	February 98

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Bell Canada	Can. Telephone Employees	17,510	May 98
•Eastern Canada Pulp and Paper	various unions	19,600	April 98
•Bldg. Contractors Assn. of Que.	various unions	42,590	April 98
•City of Toronto	Metro Police Assn.	7,300	December 97
•Ontario Construction sector	various unions	75,000	April 98
•Govt. of British Columbia	B.C. Govt. & Service Empls.	32,000	April 98

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

## MAJOR WORK STOPPAGES\* - 1997

### Annual Summary

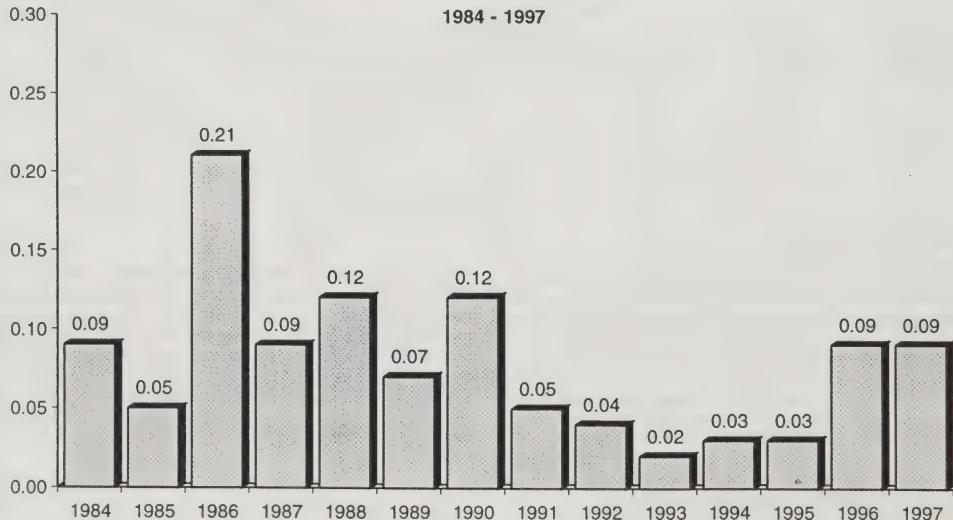
- 30 major work stoppages.
- 4 major work stoppages accounted for 86 per cent of person-days not worked.
- Working time lost due to work stoppages accounted for 0.09 per cent of estimated total working time.

Time not worked as a result of major work stoppages in 1997 amounted to 2,845,930 person-days, or 0.09 per cent of estimated total working time (9 days per 10,000 worked); 233,064 workers were involved. These figures are roughly on par with those of 1996, when 256,201 workers accounted for 2,558,696 person-days not worked, or 0.09 per cent of estimated total working time. There were 30 major work stoppages in 1997, compared to 32 in 1996. Time not worked as a proportion of estimated total working time fluctuated between 0.02 and 0.05 per cent in the 1991-1995 period, then rose to 0.09 per cent in 1996. Most major collective bargaining settlements, 95.5 per cent in 1997, continue to be reached without work stoppages.

Four major stoppages accounted for 86 per cent of person-days not worked in 1997. A strike by the 126,000 **Ontario school teachers** protesting Bill 160 accounted for 1,248,100 person-days not worked, 43.5 per cent of the 1997 total. A nation-wide **Canada Post** strike by 45,000 employees accounted for 495,000 person-days not worked, or 17.3 per cent of the total. The major issues were wage and job security. A stoppage (strike/lockout) involving 8,650 employees at **Canada Safeway** locations in Alberta accounted for 420,420 person-days - 14.7 per cent of the total person-days not worked in 1997. The major issues in the dispute which lasted from March 26 to June 9, were wages for all employees, and working time for part-time employees. A strike by 2,400 **Fletcher Challenge** employees renegotiating contracts in British Columbia led to 303,290 person-days not worked in 1997, 10.6 per cent of the year's total; the strike continues into 1998. The main issue involved was job flexibility.

The following tables provide information on the five largest major work stoppages in 1997, as well as a historical summary of aggregate work stoppage data.

**MAJOR WORK STOPPAGES**  
Time not worked as a percentage of total working time,  
1984 - 1997



\* Work stoppages involving bargaining units of 500 or more employees

**Table A**

**Major Work Stoppages - 1980-1997**  
**Person-days not worked and estimated working time**

Year	Stoppages	Workers	Person-Days	% of Total Working Time
1980	135	350,350	6,899,800	0.28
1981	99	240,452	6,169,150	0.24
1982	70	410,559	3,859,810	0.16
1983	61	279,818	2,881,950	0.12
1984	67	130,852	2,331,350	0.09
1985	56	98,281	1,348,850	0.05
1986	89	430,086	5,673,310	0.21
1987	64	531,470	2,408,490	0.09
1988	54	158,888	3,393,880	0.12
1989	67	394,351	2,177,040	0.07
1990	66	226,263	3,520,150	0.12
1991	36	218,377	1,452,400	0.05
1992	44	119,791	1,145,810	0.04
1993	25	73,757	498,680	0.02
1994	29	55,283	736,470	0.03
1995	39	125,531	993,430	0.03
1996	32	256,201	2,558,696	0.09
1997	30	233,064	2,845,930	0.09

Source: Workplace Information Directorate

**Table B**

**Largest Major Work Stoppages - 1997**

Employer	Union	Main Issue(s)	Workers	Person-Days Not Worked
Ontario School Boards province-wide	Various Teachers' Unions	Protest of Legislation	126,000	1,248,100
Canada Post Canada-wide	CUPW	Wages, Job Security	45,000	495,000
Canada Safeway Alberta - various locations	UFCW	Wages, Hours of Work	8,650	420,420
Fletcher Challenge B.C. - various locations	PPWC and CEP	Job Flexibility	2,400	303,290
Inco Ltd. Sudbury, Ont.	USWA	Wages, Job Security	4,500	83,570

Source: Workplace Information Directorate

On going to print, it was discovered that information on the DuPont settlement reported in the Bulletin should have read: number of employees, 1,200; average annual increase, 2.7%; contract duration, 24 months.



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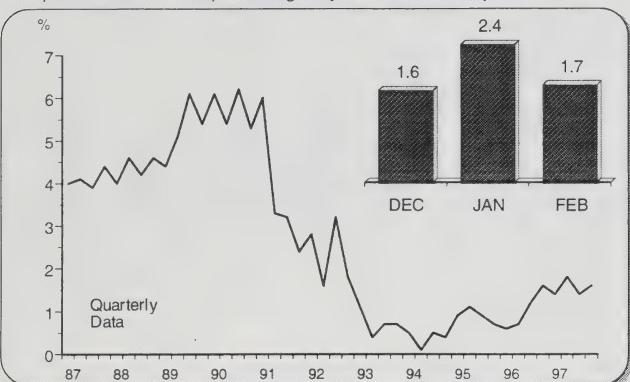
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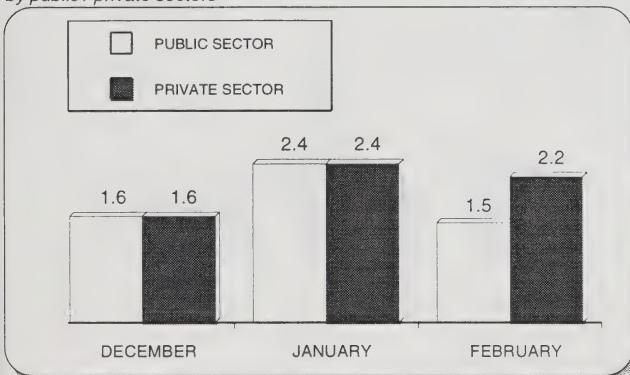
# THE WAGE SETTLEMENTS BULLETIN

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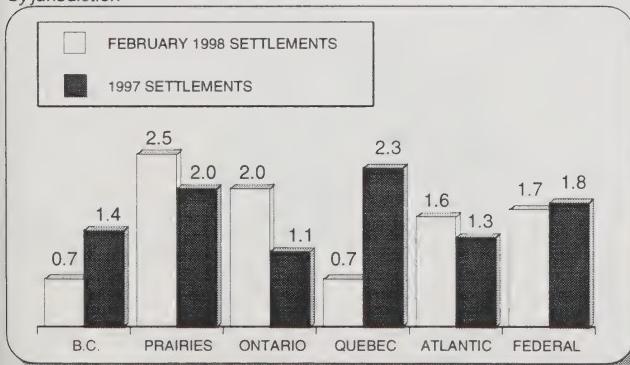
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by jurisdiction



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## February 1998

- Base rate wage adjustments from major collective bargaining settlements reached in February averaged **1.7 per cent** annually over the contract term, down from 2.4 per cent in January, and only fractionally higher than the 1.6 per cent average for 1997 as a whole.

- There were only 23,640 employees covered by the 17 agreements settled in February. When the parties to these contracts previously negotiated - with an average contract duration of 29 months - the resulting wage adjustments averaged 0.8 per cent, compared to 1.7 per cent in their current settlements.

- **Private sector** wage adjustments yielded an average increase of **2.2 per cent** in February, slightly less than the 2.4 per cent average in January but fractionally higher than the 2.1 per cent figure for 1997 as a whole. The February private sector results are based on a coverage of only 7,410 employees in 6 agreements. Private sector wage adjustments ranged from a wage freeze for 1,150 employees with Videotron Ltd. in Quebec, to 4.9 per cent for 1,620 production employees of Motor Coach Ind. Ltd., in Manitoba.

- Wage adjustments for 16,230 **public sector** employees in 11 agreements averaged **1.5 per cent**, down from 2.4 per cent in January, but above the 1.2 per cent average for 1997. February wage adjustments in this sector ranged from 0.4 per cent for 1,200 firefighters with the City of Calgary, to a high of 3.0 per cent for 530 employees with the Board of Governors of Mount Royal College in Alberta.

- On a regional/jurisdictional basis, the largest gains in February were in the Prairie provinces (2.5 per cent for 4,420 employees in 4 agreements), due in large part to the Motor Coach Ind. Ltd. settlement in Manitoba (with a 4.9 per cent increase). The lowest wage adjustments were in British Columbia and Quebec, each averaging 0.7 per cent. In Ontario, wage adjustments averaged 2.0 per cent, and in Atlantic Canada, 1.6 per cent. In the Federal Jurisdiction, 4 agreements provided 6,390 employees with wage increases averaging 1.7 per cent.

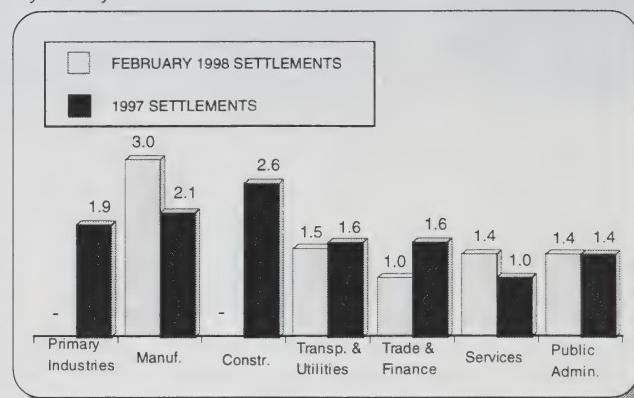
• On an industry basis, wage adjustments ranged from 1.0 per cent in **trade and finance** (1 agreement covering 1,070 employees), to a high of 3.0 per cent in **manufacturing** (3 agreements covering 5,120 employees). The largest concentration of employees in February's settlements was in **community, business and personal services** (6 agreements covering 8,160 employees), with wage adjustments averaging 1.4 per cent; they included the settlement between the Government of New Brunswick and 5,200 nurses for wage increases averaging 1.5 per cent. Wage adjustments averaged 1.5 per cent in the **transportation, communication and utilities sector** (3 agreements covering 3,970 employees). In **public administration**, 4 agreements provided 5,320 employees with wage increases averaging 1.4 per cent including a Government of Canada settlement with 2,420 social science support employees for wage increases averaging 1.9 per cent.

• Wage rates were frozen in a single agreement covering 1,150 employees (4.9% of all employees in the month's settlements). Six agreements involving 4,130 employees (17.5% of all employees) provided for increases below 1.0 per cent. Six agreements covering 13,020 employees (55.1% of all employees) provided increases of 1.0 per cent to 1.9 per cent. Two settlements covering 3,190 employees (13.5%) provided for increases of 2.0 per cent to 2.9 per cent, and two agreements involving 2,150 employees (9.1%) resulted in increases of 3.0 per cent and 4.9 per cent.

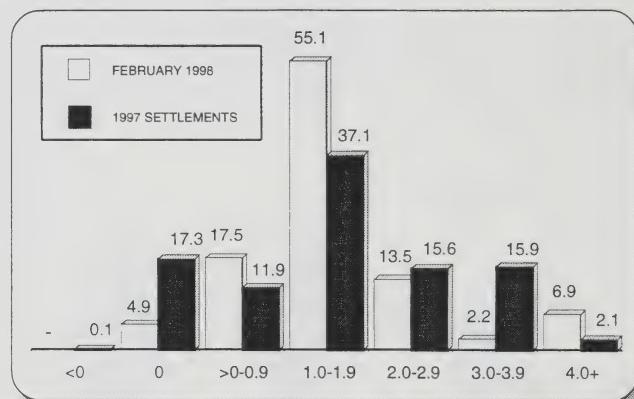
• The distribution of settlements and employees by region/jurisdiction for the month of February is shown in the accompanying chart and in the table below:

	<u>Agt.</u>	<u>Empl.</u>
Atlantic Provinces	2	7,700
Quebec	2	1,200
Ontario	2	2,200
Prairies	4	4,420
British Columbia	3	1,730
Federal	4	6,390

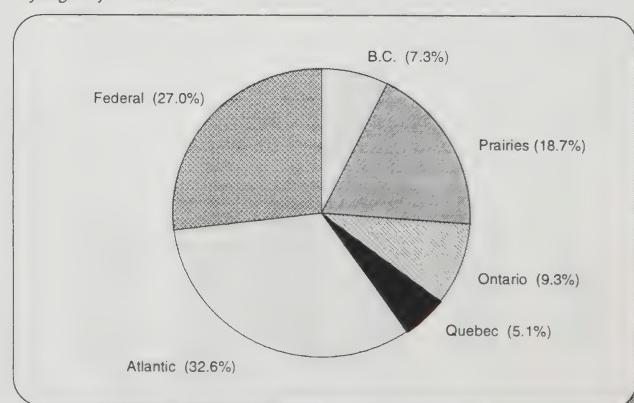
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN FEBRUARY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (3 agreements)</b>	5,120	3.0	3.1	30.1	.
Fishery Products International Limited, plant & maintenance empl., Bonavista (Nfld.)	2,500	1.8	2.0	24	1999-12-31
General Electric Canada Inc., plant & maintenance empl., Pickering (Ont.)	1,000	2.6*	2.6	36	2001-02-15
Motor Coach Industries Limited, production, Winnipeg (Man.)	1,620	4.9	5.1	36	2000-09-30
<b>Transp., Comm. &amp; Utilities (3 agreements)</b>	3,970	1.5	1.6	23.1	.
Government of Canada, technical employees, Canada-Wide (Federal jur.)	2,190	2.3	2.5	24	1999-08-31
MTS NetCom Inc., Managers, province-wide (Man.)	630	1.7	1.5	40	2001-02-16
Vidéotron Ltd., administrative services employees, Montreal (Que.)	1,150	0.0	0.0	12	1998-12-31
<b>Trade, Finance &amp; Insurance (1 agreement)</b>	1,070	1.0	1.0	12	.
Manitoba Public Insurance Corporation, office and clerical employees, province-wide (Man.)	1,070	1.0	1.0	12	1998-09-25
<b>Community, Business &amp; Personal Services (6 agreements)</b>	8,160	1.4	1.3	37.1	.
Government of New Brunswick, nurses, province-wide (N.B.)	5,200	1.5	1.5	36	2000-06-30
Concordia University, professors, Montreal (Que.)	700	0.9	1.0	67	2002-04-14
The Board of Governors of Mount Royal College, Instructors/Tutors/Lecturers, Calgary (Alta.)	530	3.0	3.0	24	1999-06-30
Board of School Trustees of School District No.61, office and clerical employees, Victoria (B.C.)	680	0.8	0.0	36	1999-12-31
Board of School Trustees School District No. 68, office and clerical employees, Nanaimo (B.C.)	540	0.6	0.0	24	1998-06-30
Pacific National Exhibition, service & maintenance empl., Vancouver (B.C.)	510	0.5	1.0	36	2000-12-31
<b>Public Administration (4 agreements)</b>	5,320	1.4	0.8	32.1	.
City of Quebec, outside employees, Quebec (Que.)	500	0.5	0.0	24	1999-12-31
City of Toronto, firefighters, Toronto (Ont.)	1,200	1.6	0.0	24	1997-12-31
City of Calgary, firefighters, Calgary (Alta.)	1,200	0.4	0.0	60	1997-12-31
Government of Canada, support employees, Canada-Wide (Federal jur.)	2,420	1.9	1.8	24	1999-06-21
<b>Agreements with COLA (1 agreement)</b>	1,000	2.6	2.6	36.0	.
<b>Agreements without COLA (16 agreements)</b>	22,640	1.7	1.6	30.8	.
<b>All agreements (17 agreements)</b>	23,640	1.7	1.6	31.0	.

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note : Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustment in base rates)

	1995 1996 1997				1997				Year to Date				1998			
	1	2	3	4					Aug	Sep	Oct	Nov	Dec	Jan	Feb	
<b>All Industries/Jurisdictions</b>																
Average Annual Adjustment	0.9	0.9	1.6	1.3	1.8	1.4	1.7	2.0	1.6	1.6	1.7	1.6	2.4	1.7		
Non-COLA	0.8	0.6	1.6	1.3	1.8	1.4	1.6	2.0	1.5	1.6	1.7	1.5	2.4			
COLA	1.4	2.5	1.8	2.2	1.8	1.7	1.7	2.6	1.8	1.8	1.7	1.7	-	2.6		
First Year Increase	0.4	0.7	1.3	0.8	1.6	1.1	1.5	2.2	1.3	1.3	1.6	1.3	3.0	1.6		
Non-COLA	0.4	0.5	1.2	0.8	1.5	1.0	1.4	2.2	1.2	1.2	1.6	1.0	3.0	1.6		
COLA	0.8	2.3	1.7	1.8	1.8	1.5	1.6	2.6	1.7	2.1	1.5	1.5	-	2.6		
<b>Industries</b>																
Primary Industries	2.5	1.7	1.9	2.8	2.0	1.8	1.2	-	1.9	-	1.2	1.2	-	-	-	-
Manufacturing	2.3	2.9	2.1	2.1	2.7	1.9	1.6	2.7	2.6	1.7	2.5	1.0	2.4	3.0		
Construction	1.0	0.2	2.6	-	2.7	2.0	2.3	-	2.4	2.3	-	-	-	-	-	
Transp. & Communication	1.1	0.8	1.6	1.9	1.4	1.5	1.6	1.4	1.8	0.6	1.6	1.6	1.1	1.5		
Trade-Finance	0.9	0.6	1.6	1.6	2.0	1.6	1.4	1.0	1.6	1.5	0.7	0.7	-	1.0		
Services	0.5	0.6	1.0	0.9	0.9	0.8	1.6	2.3	0.9	1.2	2.1	1.9	2.9	1.4		
Public Administration	0.6	0.3	1.4	1.0	0.7	1.2	1.8	1.1	1.0	1.7	1.0	0.9	0.0	1.4		
<b>Jurisdictions</b>																
Newfoundland	0.7	2.0	1.8	2.1	0.0	3.6	0.7	1.8	-	3.6	1.5	0.7	-	1.8		
Prince Edward Island	1.7	1.7	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nova Scotia	1.2	1.7	2.0	-	-	-	2.0	3.3	-	2.0	3.3	-	3.3	-		
New Brunswick	0.9	1.7	1.0	0.9	1.8	-	1.0	1.5	-	1.0	1.4	0.7	-	1.5		
Quebec	0.8	1.5	2.3	1.9	2.8	1.1	1.4	0.7	1.2	1.2	1.3	1.4	-	0.7		
Ontario	1.0	1.0	1.1	0.6	1.3	1.2	1.1	1.7	1.4	1.0	1.2	0.8	1.5	2.0		
Manitoba	0.4	0.2	1.1	0.5	0.0	1.5	1.4	2.8	1.5	1.4	2.5	1.3	0.0	3.4		
Saskatchewan	1.9	1.1	1.0	1.5	0.9	-	1.0	-	1.0	-	1.0	-	1.0	-	-	
Alberta	-0.3	1.0	2.4	2.2	2.2	2.4	2.8	1.2	2.0	3.0	2.3	2.7	1.1	1.2		
British Columbia	1.3	0.6	1.4	1.0	1.8	1.6	0.9	0.6	1.1	1.6	0.6	0.6	0.5	0.7		
Multi-Province	1.1	2.3	2.8	-	2.5	0.0	3.2	-	2.1	3.2	-	-	-	-	-	
Federal Jurisdiction	1.0	0.5	1.8	2.0	1.3	1.5	1.9	1.7	1.9	2.7	1.7	1.7	-	1.7		
Public Sector	0.6	0.5	1.2	1.0	0.8	0.9	1.6	1.9	1.0	1.5	1.7	1.6	2.4	1.5		
Private Sector	1.4	1.8	2.1	2.1	2.5	1.6	1.8	2.3	1.8	1.8	1.9	1.6	2.4	2.2		
Consumer Price Index	2.1	1.6	1.6	2.1	1.7	1.7	1.3	1.1	1.8	1.3	0.9	0.7	1.1	1.0		

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Entourage Solutions Technologics (QC.)	CEP	640	March 98
•Montreal Urban Community	Police	4,510	March 98
•Toronto Star Newspapers	CEP	1,100	March 98
•Govt. of Saskatchewan	Saskatchewan Teachers	12,000	March 98
•Govt. of Alberta (master agt.)	AUPE	18,120	March 98
•Govt. of Alberta (wage settlements)	AUPE	6,440	March 98
•Alberta Hospitals	CUPE/AUPE	3,600	April 98
•City of Edmonton	Civil Service Union	3,100	March 98
•Govt. of Newfoundland	NAPE	4,810	March 98
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE	6,810	March 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC, PIPS	140,000	Barg./Conc.	Apr.97-May98
•Govt. of Canada	PAFSO (Foreign Service)	1,050	Tent. Agt.	April 97
•Radio-Canada	CNTU	960	Conciliation	September 95
•Canada Post*	CUPW	47,900	Med./Arb.	July 97
•Canada Post	APOC	2,700	Bargaining	March 98
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	9,000	Conciliation	December 95
•Govt. Nfld., Hosp. & Nurs. Homes	CUPE	2,000	Bargaining	March 96
•Govt. of New Brunswick	N.B. Public Employees	3,240	Barg./Conc.	December 96
•Govt. of New Brunswick	N.B. Teachers	7,600	Bargaining	August 97
•Hydro Quebec	Prof. Engineers	1,500	Bargaining	December 95
•Liquor Control Board of Ontario & Liquor Licence Board of Ontario	Ontario Liquor Boards Union	4,600	Bargaining	March 98
•Ontario Hospitals	CUPE / SEIU	33,800	Barg./Arb.	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	35,000	Arbitration	March 96
•Ontario Community Colleges	OPSEU (Academic)	7,300	Mediation	August 96
•Toronto separate schools	teachers' unions	6,500	Bargaining	August 97/98
•Toronto public schools (sec.)	teachers' unions	7,800	Bargaining	August 97
•Ontario Hydro	CUPE	14,300	Bargaining	April 98
•SaskPower	IBEW	1,150	Conciliation	December 97
•Saskatchewan Telecommunications	CEP	3,600	Bargaining	March 98
•Govt. of Alberta	AUPE	11,680	Barg./Tent.	August 97
•Alberta Hospitals	various unions	6,850	Barg./Med./Tent.	March 96/97
•City of Edmonton	various unions	3,190	Bargaining	January 96/97
•B.C. Hydro & Power	Office & Prof. Empls. Intl. Union/IBEW	4,550	Barg./Med	Mar/Sept97
•Health Employers Assn. of B.C.	various unions	89,130	Bargaining	March 98
•Via Rail	various unions	2,970	Barg./Conc.	December 97
•Govt. of British Columbia	B.C. Govt. & Service Emps.	32,000	Bargaining	April 98
<b>Private Sector</b>				
•CP Rail	various unions	5,080	Barg/Tent.	December 97
•CN Rail	various unions	16,460	Barg/Conc/Tent.	December 97
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	Bargaining	December 94

\*Ongoing negotiations on working conditions

(continued)

**CURRENT KEY NEGOTIATIONS (Continued)**

Employer	Union	Number of employees	Status of neg.	Expiry month
<b>Private Sector (cont'd)</b>				
Bell Canada	Canadian Telephone Empls.	14,500	Bargaining	May 98
•Expertech Network Installations (Bell) (Ont. & Que.)	CEP	1,200	Conciliation	November 97
•Entourage Solutions Technologies (Ont.)	CEP	1,130	Conciliation	November 97
•Union Gas Ltd. (Ont.)	CEP	1,200	Bargaining	December 97
•TELUS Communications (Alta.)	IBEW	2,070	Bargaining	December 97
•Council of Marine Carriers (B.C.)	Intl. Longshoremen's Union & Cdn. Merchant Service Guild	1,150	Barg./Conc.	September 97
•B.C. pulp & paper cos.	various unions	8,765	Med./W.S.	April 97
•Greater Vancouver Hotel Employer's Assn.	Hotel Empls Intl. Union	2,200	Bargaining	February 98

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
<b>Private Sector</b>			
•Eastern Canada Pulp and Paper	various unions	19,600	April 98
•Bldg. Contractors Assn. of Que.	various unions	42,590	April 98
•City of Toronto	Toronto Police Assn.	7,300	December 97
•Ontario Construction sector	various unions	75,000	April 98
•Uniroyal Goodrich Canada (Ont.)	Steelworkers	900	May 98

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

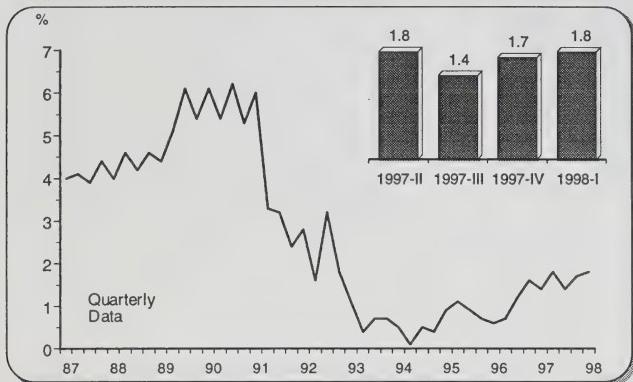


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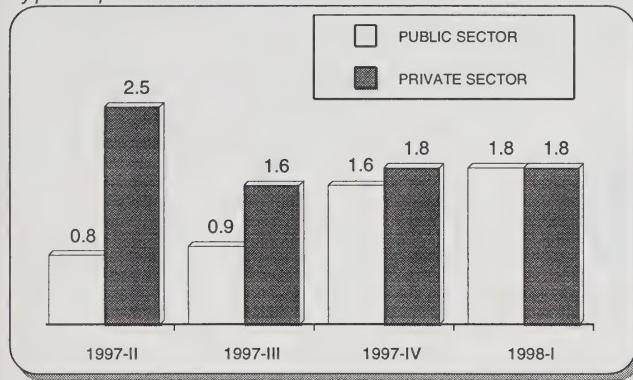
# THE WAGE SETTLEMENTS BULLETIN

May 1998  
Volume 9, Issue 5

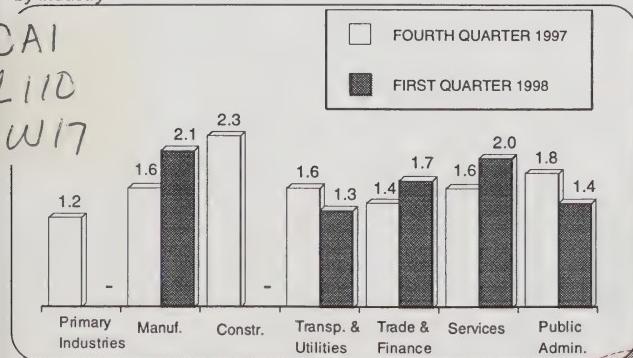
*Perspective on base rate percentage adjustments from major settlements*



*Base rate percentage adjustments from major settlements,  
by public / private sectors*



*Base rate percentage adjustments in major settlements,  
by industry*



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## First Quarter 1998

- Base rate wage adjustments from major collective bargaining settlements reached in the **first quarter of 1998** averaged **1.8 per cent** annually over the contract term, fractionally higher than the 1.7 per cent figure in the previous quarter and the 1.6 per cent average for 1997 as a whole.

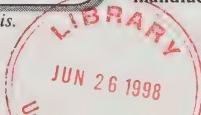
- The first quarter results are based on a review of 62 agreements covering 113,960 employees, the lowest quarterly employee coverage since the wage series began in 1978. When the parties to these first quarter contracts previously negotiated, the resulting wage adjustments averaged 0.5 per cent, compared to the 1.8 per cent in their current settlements. Contract duration was up to an average of 36 months compared to 29 months in their previous contracts.

- **Public sector** wage adjustments for 96,790 employees (85% of the total number of employees) in 44 agreements averaged **1.8 per cent** in the first quarter, up slightly from 1.6 per cent in the previous quarter and 1.2 per cent for 1997 as a whole. Wage adjustments were frozen or cut for 3 per cent of employees covered in these public sector settlements (compared to 41 per cent in the first quarter of 1997 and 25 per cent for 1997 as a whole). Over one-half of public sector employees covered received wage increases of 1.0 to 1.9 per cent, and one-third were above the 2.0 per cent level.

- **Private sector** wage adjustments also averaged **1.8 per cent**, the same as in the previous quarter but down marginally from the annual figure of 2.1 per cent for 1997 (on a quarterly basis, wage adjustments in the private sector have been larger than those in the public sector since the second quarter of 1993). Only 18 private sector agreements covering 17,170 employees were ratified in the first quarter. Wage adjustments were frozen or cut for approximately 12% of these employees and just under 70% received wage increases below the 3.0 per cent level. Eighteen per cent of employees covered received increases equal to or larger than 3.0 per cent.

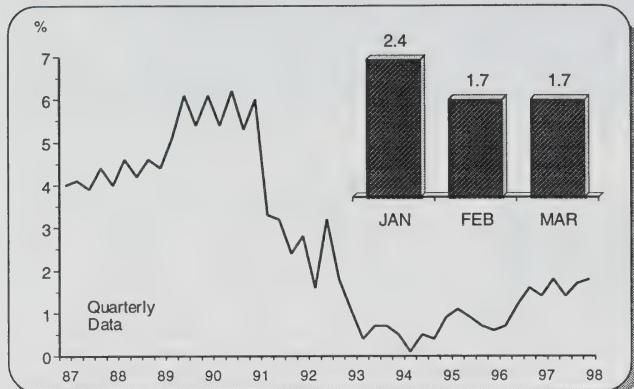
- On an industry basis, wage adjustments ranged from a low of **1.3 per cent** in **transportation, communication and other utilities** (9,110 employees in 9 agreements) to **2.1 per cent** in the **manufacturing sector** (10,840 employees in 9

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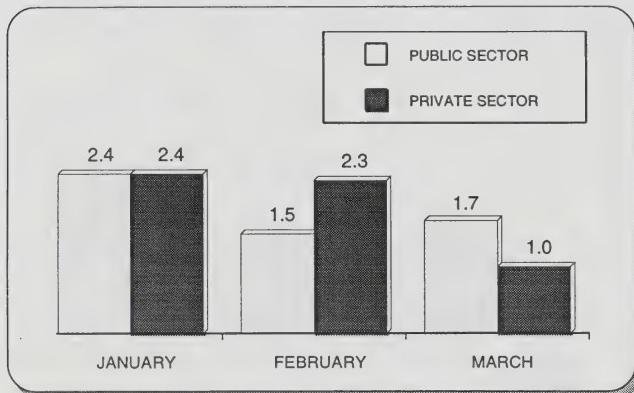


*Perspective on base rate percentage adjustments from major settlements*

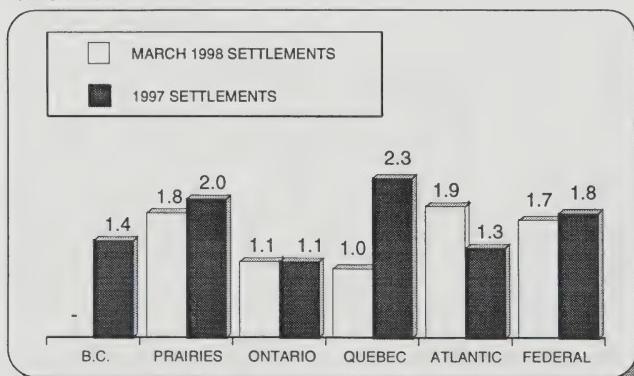
**March 1998**



*Base rate percentage adjustments from major settlements, by public / private sectors*



*Base rate percentage adjustments in major settlements, by region / jurisdiction*



- Base rate wage adjustments from major collective bargaining settlements reached in March averaged 1.7 per cent annually over the contract term, the same as in February, and only marginally higher than the 1.6 per cent average for 1997 as a whole.

- The March results are based on a review of 36 agreements covering 72,500 employees (compared to the January and February results which were based on a relatively low employee coverage of 41,460 for both months combined). When the parties to these March contracts previously negotiated - with an average contract duration of 28 months - the resulting wage adjustments averaged 0.5 per cent, compared to the 1.7 per cent in their current settlements.

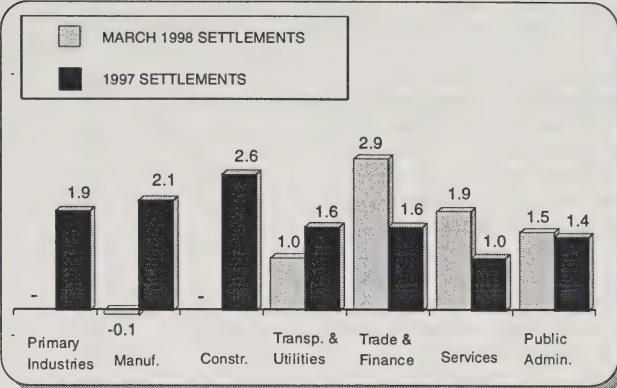
- **Private sector** wage adjustments yielded an average increase of 1.0 per cent in March, considerably less than the 2.3 per cent average in February and the 2.1 per cent figure for 1997 as a whole. However, the March private sector results are based on a coverage of only 6,560 employees in 9 agreements. Private sector wage adjustments ranged from a 40 per cent wage cut in the first year of a 76-month contract for 870 employees with Maple Leaf Foods Ltd. in Burlington, Ontario, to an average annual increase of 4.4 per cent for 550 employees of Siebe Fluid Systems Ltd. (Form Rite) in Ontario. (Excluding the Maple Leaf settlement, wage increases in the remaining private sector settlements averaged 2.2 per cent.)

- Wage adjustments for 65,940 **public sector** employees in 27 agreements averaged 1.7 per cent, up slightly from 1.5 per cent in February, and the 1.2 per cent average for 1997. March wage adjustments in this sector ranged from a wage freeze for 750 teaching assistants with McGill University, to a high of 2.9 per cent for 1,510 municipal employees with the Regional Municipality of Durham in 2 separate contracts.

- On a regional/jurisdictional basis, the largest gains in March were in the Atlantic Canada (1.9 per cent for 24,510 employees in 8 agreements), with the largest wage settlement going to 3,500 nurses with the Nova Scotia Association of Health Organizations (with a 2.8 per cent increase). The lowest wage adjustments were in Quebec at 1.0 per cent (6 agreements, 12,340 employees) followed by Ontario at 1.1 per cent (5 agreements, 4,030 employees). In the Prairie provinces, wage adjustments averaged 1.8 per cent (13 agreements, 28,720 employees), and in the Federal Jurisdiction, 1.7 per cent (4 agreements, 2,900 employees).

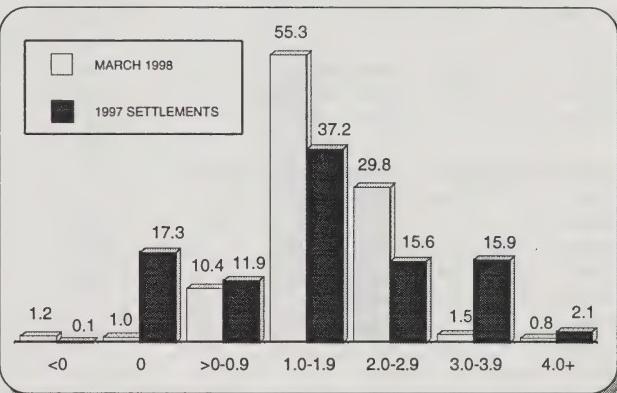
*Base rate percentage adjustments in major settlements, by industry*

• On an industry basis, wage adjustments ranged from -0.1 per cent in manufacturing (3 agreements covering 2,520 employees), to a high of 2.9 per cent in a single trade and finance agreement (570 employees at the CIBC VISA Centre). The largest concentration of employees in March's settlements was in **community, business and personal services** (15 agreements covering 39,970 employees), with wage adjustments averaging 1.9 per cent; it included the settlement between the Government of Saskatchewan and 12,000 teachers for wage increases averaging 1.7 per cent. In **public administration**, 12 agreements provided 25,900 employees with wage increases averaging 1.5 per cent. Wage adjustments averaged 1.0 per cent in the **transportation, communication and utilities sector** (5 agreements covering 3,540 employees). There were no settlements in **primary industries** or **construction**.



*Percentage distribution of employees in major settlements, by size of base rate adjustments*

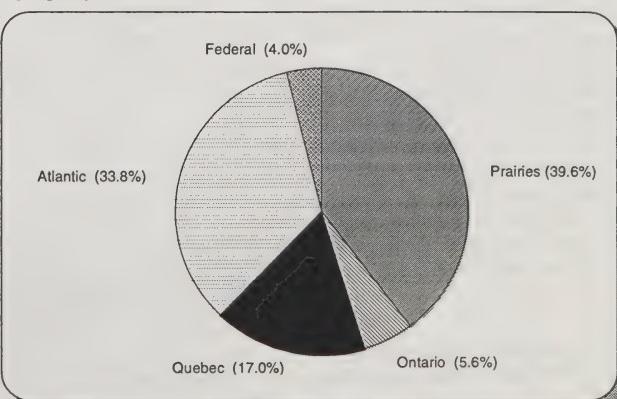
• Wage rates were cut or frozen in 2 agreements (Maple Leaf Foods and McGill University) covering 1,620 employees (2.2 per cent of all employees in the month's settlements). Seventeen agreements involving 47,660 employees (65.7 per cent of all employees) provided for increases below 2.0 per cent. Fifteen agreements covering 21,570 employees (29.8 per cent of all employees) provided increases of 2.0 per cent to 2.9 per cent. Two settlements covering 1,650 employees (2.3 per cent of all employees) provided for wage increases of 3.1 and 4.4 per cent.



*Percentage distribution of employees in major settlements, by region/jurisdiction*

• The distribution of settlements and employees by region/jurisdiction for the month of March is shown in the accompanying chart and in the table below:

	Aqts.	Empls.
Atlantic Provinces	8	24,510
Quebec	6	12,340
Ontario	5	4,030
Prairies	13	28,720
Federal	4	2,900



**MAJOR SETTLEMENTS REACHED IN MARCH**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (3 agreements)</b>	<b>2,520</b>	<b>-0.1</b>	<b>-12.0</b>	<b>55</b>	<b>.</b>
Maple Leaf Pork, division of Maple Leaf Foods Inc., plant & maintenance empl., Burlington (Ont.)	870	-6.9	-40.0	76	2004-03-06
Toronto Star Newspapers Limited, print media employees, Toronto (Ont.)	1,100	3.1*	2.5	48	2001-12-31
Siebe Fluid Systems Form Rite (Canada) Limited, plant & maintenance empl., London (Ont.)	550	4.4*	4.4	36	2001-02-12
<b>Transp., Comm. &amp; Utilities ( 5 agreements)</b>	<b>3,540</b>	<b>1.0</b>	<b>0.6</b>	<b>28.6</b>	<b>.</b>
New Brunswick Power Corporation, operational, province-wide (N.B.)	900	0.7	0.0	48	1999-12-31
Gaz Métropolitain, hourly rated employees, Montreal (Que.)	500	2.5*	1.6	36	2000-09-30
Entourage Solutions Technologiques Inc., technical employees, province-wide (Que.)	640	0.6	0.0	32	2000-09-30
Maritime Telegraph & Telephone Company Limited, plant & maintenance empl., province-wide (N.S.)	820	0.9	1.0	13	1998-10-31
Maritime Telegraph & Telephone Company Limited, office and clerical employees, province-wide (N.S.)	680	0.9	1.0	13	1998-10-31
<b>Trade, Finance &amp; Insurance (1 agreement)</b>	<b>570</b>	<b>2.9</b>	<b>2.9</b>	<b>36</b>	<b>.</b>
Canadian Imperial Bank of Commerce (Visa Centre), office and clerical employees, Toronto (Ont.)	570	2.9	2.9	36	2001-02-28
<b>Community, Business &amp; Personal Services (15 agreements)</b>	<b>39,970</b>	<b>1.9</b>	<b>1.3</b>	<b>40.2</b>	<b>.</b>
Government of Newfoundland, support employees, province-wide (Nfld.)	5,500	1.4	0.0	60	2001-03-31
Government of Newfoundland, laboratory technicians, province-wide (Nfld.)	750	1.4	0.0	60	2001-03-31
Queen Elizabeth II Health Sciences Centre, nurses and support services, province-wide (N.S.)	5,770	2.8	3.1	36	2000-10-31
Nova Scotia Association of Health Organizations, service empls., province-wide (N.S.)	3,000	1.5	0.0	41	2001-03-31
Nova Scotia Association of Health Organizations, nurses, province-wide (N.S.)	3,500	2.8	3.1	36	2000-10-31
McGill University, teaching assistants, Montreal (Que.)	750	0.0	0.0	41	2001-05-31
Regional Municipality of Durham, service & maintenance empl., Whitby (Ont.)	750	2.9	3.7	36	2001-03-31
Government of Saskatchewan, elementary & secondary teachers, province-wide (Sask.)	12,000	1.7	1.0	36	1999-12-31
University of Saskatchewan, professors, Saskatoon (Sask.)	930	1.3	1.3	36	1998-06-30
Red Deer Public School District No. 104, elementary and secondary teachers, Red Deer (Alta.)	510	2.2	2.0	24	1998-08-31
University of Alberta, office and clerical employees, Edmonton (Alta.)	2,400	1.7	0.0	36	2000-03-31
Royal Alexandra Hospital, service employees, Edmonton (Alta.)	1,250	2.2	0.0	48	2000-03-31
Caritas Health Group (Edmonton General & Grey Nuns Hospitals), service employees, Edmonton (Alta.)	690	2.2	0.0	48	2000-03-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note : Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN MARCH**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Government of Alberta, health service-non-professionals, province-wide (Alta.)	1,340	2.3	2.4	24	1999-08-31
Loomis Courier Service, division of Mayne Nickless Transport Inc., owner operators, province-wide (B.C.)	830	2.1	2.3	36	2000-12-31
<b>Public Administration (12 agreements)</b>	<b>25,900</b>	<b>1.5</b>	<b>0.8</b>	<b>37</b>	.
Government of Newfoundland, general services employees, province-wide (Nfld.)	4,000	1.4	0.0	60	2001-03-31
Government of Newfoundland, service & maintenance empl., province-wide (Nfld.)	1,090	1.4	0.0	60	2001-03-31
City of Montreal, outside employees, Montreal (Que.)	4,510	0.6	0.0	40	2001-04-30
Montreal Urban Community, inside employees, Montreal (Que.)	1,430	1.3	0.0	37	2000-12-31
Montreal Urban Community, police officers, Montreal (Que.)	4,510	1.5	1.5	12	1998-12-31
Regional Municipality of Durham, inside employees, Whitby (Ont.)	760	2.9	3.7	36	2001-03-31
City of Winnipeg, police officers, Winnipeg (Man.)	1,400	1.9	0.0	48	2000-12-23
Government of Alberta, administrative services employees, province-wide (Alta.)	1,940	2.3	2.4	24	1999-08-31
Government of Alberta, correctional officers, province-wide (Alta.)	1,680	2.3	2.4	24	1999-08-31
Government of Alberta, general tradesmen & related services, province-wide (Alta.)	700	2.3	2.4	24	1999-08-31
Government of Alberta, natural resource conservation, province-wide (Alta.)	780	2.3	2.4	24	1999-08-31
City of Edmonton, inside employees, Edmonton (Alta.)	3,100	1.2	0.0	48	2000-01-06
<b>Agreements with COLA (3 agreements)</b>	<b>2,150</b>	<b>3.3</b>	<b>2.8</b>	<b>42.1</b>	
<b>Agreements without COLA (33 agreements)</b>	<b>70,350</b>	<b>1.6</b>	<b>0.6</b>	<b>38.9</b>	
<b>All agreements (36 agreements)</b>	<b>72,500</b>	<b>1.7</b>	<b>0.6</b>	<b>39.0</b>	

(cont'd from page 1)

agreements). In the **trade-finance sector**, 1,640 employees in 2 agreements averaged wage gains averaging **1.7 per cent**. The largest concentration of agreements and employees was in those sectors with a predominant number of public sector contracts; in the **services sector**, 25 agreements provided 59,900 employees

with wage adjustments averaging **2.0 per cent** and in **public administration** 17 agreements provided 32,470 employees with wage adjustments averaging **1.4 per cent**. There were no settlements in **primary industries or construction**.



**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1995	1996	1997	1997				1998			1998		
				1	2	3	4	1	Jan	Feb	Mar		
<b>All Industries/Jurisdictions</b>													
Average Annual Adjustment	0.9	0.9	1.6	1.3	1.8	1.4	1.7	1.8	2.4	1.7	1.7		
Non-COLA	0.8	0.6	1.6	1.3	1.8	1.4	1.6	1.8	2.4	1.7	1.6		
COLA	1.4	2.5	1.8	2.2	1.8	1.7	1.7	3.1	-	2.8	3.3		
First Year Adjustment	0.4	0.7	1.3	0.8	1.6	1.1	1.5	1.2	3.0	1.7	0.6		
Non-COLA	0.4	0.4	1.2	0.8	1.5	1.0	1.4	1.2	3.0	1.6	0.6		
COLA	0.8	2.3	1.7	1.8	1.8	1.5	1.6	3.0	-	3.4	2.8		
<b>Industries</b>													
Primary Industries	2.5	1.7	1.9	2.8	2.0	1.8	1.2	-	-	-	-		
Manufacturing	2.3	2.9	2.1	2.1	2.7	1.9	1.6	2.1	2.4	3.0	-0.1		
Construction	1.0	0.1	2.6	-	2.7	2.0	2.3	-	-	-	-		
Transp. & Communication	1.1	0.8	1.6	1.9	1.4	1.5	1.6	1.3	1.1	1.5	1.0		
Trade-Finance	0.9	0.6	1.6	1.6	2.0	1.6	1.4	1.7	-	1.0	2.9		
Services	0.5	0.6	1.0	0.9	0.9	0.8	1.6	2.0	2.9	1.4	1.9		
Public Administration	0.7	0.3	1.4	1.0	0.7	1.2	1.8	1.4	0.0	1.4	1.5		
<b>Jurisdictions</b>													
Newfoundland	0.7	2.0	1.8	2.1	0.0	3.6	1.1	1.5	-	1.8	1.4		
Prince Edward Island	1.7	1.7	-	-	-	-	-	-	-	-	-		
Nova Scotia	1.2	1.7	2.0	-	-	-	2.0	2.8	3.3	-	2.5		
New Brunswick	0.9	1.7	1.0	0.9	1.8	-	1.0	1.4	-	1.5	0.7		
Quebec	0.8	1.5	2.3	1.9	2.8	1.1	1.4	1.0	-	0.7	1.0		
Ontario	1.0	1.0	1.1	0.6	1.3	1.2	1.1	1.5	1.5	2.1	1.1		
Manitoba	0.4	0.2	1.1	0.5	0.0	1.5	1.4	2.5	0.0	3.4	1.9		
Saskatchewan	1.9	1.1	1.0	1.5	0.9	-	1.0	1.6	-	-	1.6		
Alberta	-0.3	1.0	2.4	2.2	2.2	2.4	2.8	1.8	1.1	1.2	2.0		
British Columbia	1.3	0.6	1.4	1.0	1.6	1.6	0.9	0.6	0.5	0.7	-		
Multi-Province	1.1	2.3	2.8	-	2.5	0.0	3.2	-	-	-	-		
Federal Jurisdiction	1.0	0.5	1.8	2.0	1.3	1.5	1.9	1.7	-	1.7	1.7		
<b>Public Sector</b>	0.6	0.5	1.2	1.0	0.8	0.9	1.6	1.8	2.4	1.5	1.7		
<b>Private Sector</b>	1.4	1.8	2.1	2.1	2.5	1.6	1.8	1.8	2.4	2.3	1.0		
<b>Consumer Price Index</b>	2.1	1.6	1.6	2.1	1.7	1.7	1.3	1.1	1.1	1.0	0.9		

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Govt. of Canada	PAFSO (Foreign Service)	1,050	April 98
•CP Rail	BMWE/RCTC	2,270	April 98
•CP Rail	TCIU/IBEW	1,900	May 98
•CN Rail	BMWE	4,000	May 98
•Hydro Quebec	Professional Engineers	1,500	April 98
•Entourage Solutions Technologies	CEP	1,130	May 98
•Ontario hospitals	Ontario Nurses' Assn.	40,000	May 98
•Union Gas Ltd. (Ont.)	CEP	1,200	April 98
•Alberta hospitals	CHCG/AUPE	3,820	April 98
•City of Edmonton	ATU	1,400	April 98
•Fletcher Challenge Canada	CEP/PPWC	1,600	April 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	139,000	B/CO	Apr. 97-May 98
•Radio-Canada	CNTU	960	CO	Sept. 95
•Canada Post*	CUPW	47,900	MED/ARB	July 97
•Canada Post	APOC	2,700	B	March 98
•Govt. of Newfoundland	Nfld. and Labrador Teachers' Assn.	9,000	CO	Dec. 95
•Govt. of Newfoundland, Hospitals and Nursing Homes	CUPE	2,000	B	March 96
•Govt. of New Brunswick	N.B. Public Employees	3,240	B/CO	Dec. 96
•Govt. of New Brunswick	N.B. Teachers	7,600	B	Aug. 97
•Hydro Quebec	Professional Engineers	1,500	B	Dec. 95
•Liquor Control Board of Ontario	Ontario Liquor Board Employees Union	4,600	B	March 98
•Ontario hospitals	CUPE / SEIU	33,800	B/ARB	Sept./Oct. 95
•Ontario community colleges	OPSEU (Academic)	7,300	MED	Aug. 96
•Toronto separate schools (primary)	Ont. Eng. Cath. Teachers Assn.	6,500	B	Aug. 97/98
•Toronto public schools (secondary)	OSSTF	7,800	B	Aug. 97
•Ontario Hydro	CUPE	14,300	B	April 98
•SaskPower	IBEW	1,150	CO	Dec. 97
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•Govt. of Alberta	AUPE	11,680	B/Tent.	Aug. 97
•Alberta hospitals	CUPE/AUPE	5,370	B	March 98
•City of Edmonton	various unions	2,370	B	Jan. 96/97
•B.C. Hydro & Power	Office and Professional Employees	4,550	B/MED	March/Sept. 97
	Intl. Union / IBEW			
•Health Employers Assn. of B.C.	various unions	89,130	B	March 98
•Via Rail	various unions	3,220	B/CO	Dec. 97
•Govt. of British Columbia	B.C. Govt. and Service Employees	27,500	B	April 98

\* Ongoing negotiations on working conditions

(continued)

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

## CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status	Expiry month
<b>Private Sector</b>				
•CP Rail	various unions	2,780	B/Tent.	Dec. 97
•CN Rail	various unions	6,070	B/CO/TENT	Dec. 97
•Eastern Canada Pulp and Paper	various unions	19,600	B	April 98
•Bldg. Contractors Assn. of QC (residential)	various unions	8,410	ARB	Dec. 94
•Bell Canada	Canadian Telephone Employees	14,500	B	May 98
•Experitech Network Installations (Bell) (Ont. & QC)	CEP	1,200	CO	Nov. 97
•Uniroyal Goodrich Canada (Ont.)	Steelworkers	900	B	May 98
•TELUS Communications (Alta.)	IBEW	2,070	B	Dec. 97
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union and Cdn. Merchant Service Guild	1,150	B/CO	Sept. 97
•B.C. pulp and paper cos.	CEP/PPWC	5,460	B	April 97
•Greater Vancouver Hotel Employer's Assn.	Hotel Employees Intl. Union	2,200	B	Feb. 98

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Bldg. Contractors Assn. of Que.	various unions	42,590	April 98
•Toronto Police Service	Toronto Police Assn.	7,300	Dec. 97
•Ontario Construction sector	various unions	75,000	April 98

## EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



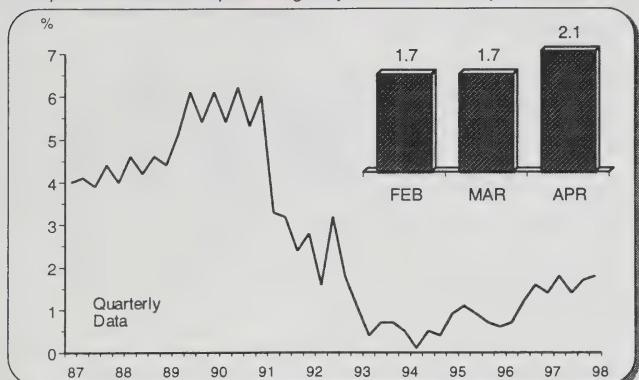
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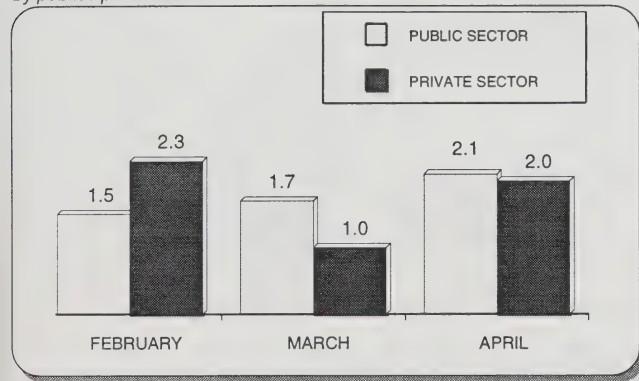
## WAGE SETTLEMENTS BULLETIN

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Volume 9, Issue 6

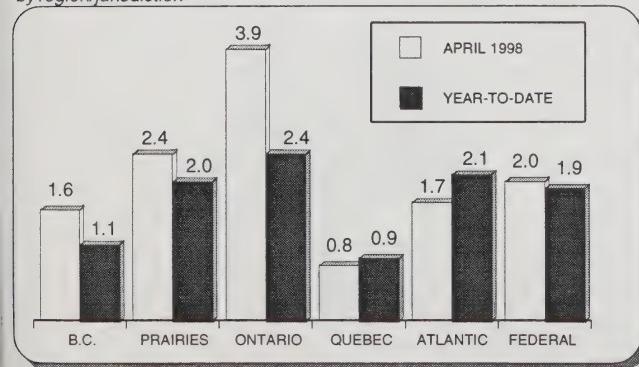
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region/jurisdiction



Le Bulletin existe également en français.

### April 1998

Major collective bargaining settlements reached in the month of April provided wage adjustments averaging **2.1 per cent** over the contract term, up from 1.7 per cent in both February and March, and 1.6 per cent in 1997 as a whole.

The April results are based on a review of a below-average coverage of 32 agreements and 50,080 employees. (The average monthly coverage in 1990-1997 was 38 settlements and 88,990 employees.) In the previous round of negotiations, the resulting wage adjustments for the 32 April contracts averaged 1.3 per cent, compared to the 2.1 per cent in the current settlements. The average contract-duration in the previous round of negotiations was 33.4 months, only slightly less than the 34.0 months in the April 1998 settlements.

For 34,310 employees in 20 public-sector settlements, wage adjustments averaged **2.1 per cent**, up from 1.7 per cent in March, 1.5 percent in February, as well as the 1.2 per cent average for the year 1997. Wage adjustments from April settlements in this sector ranged from wage freezes for 1,000 lecturers at the University of Laval and 740 non-medical employees with the Niagara Regional Municipality to a high of an average 6.3 per cent annually for 3,100 employees of the Windsor Casino. In Nova Scotia, 5,700 provincial public servants gained an average annual increase of 1.7 per cent in a 29-month contract. Other significant public sector settlements include: 4,200 primary & secondary school teachers in Edmonton at 3.1 per cent; 3,880 City of Montreal inside workers at 0.6 per cent, and 2,910 economists and 1,030 foreign service officers with the Federal Government, at 1.9 per cent and 2.2 per cent, respectively.

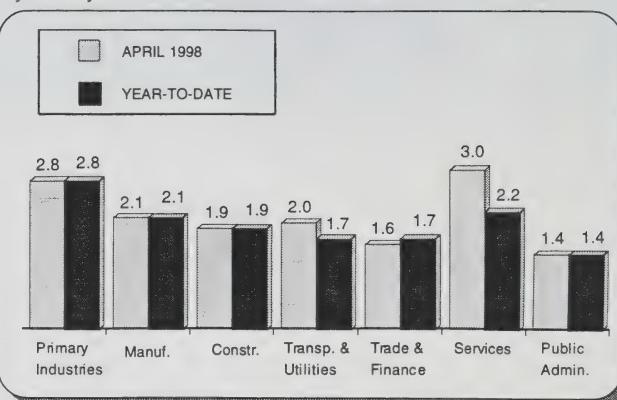
**Private-sector** wage adjustments (15,770 employees in 12 agreements) averaged **2.0 per cent**, up from 1.0 per cent in March, but below the 2.3 percent average for February, and the 2.1 per cent average for the year 1997. Wage adjustments in the private sector in April ranged from wage freezes for 500 Great Atlantic and Pacific Ltd. (A&P) grocery distribution centre employees in three Ontario locations, as well as for 500 plant and maintenance employees with the Island Fishermen's Cooperative in New Brunswick, to a high of 2.9 per cent for 950 Camco production employees in Ontario. In the Federal jurisdiction there were three private-sector agreements; 850 service and maintenance employees and 5,820 trainmen and locomotive engineers with Canadian National, and 2,530 Canadian Pacific maintenance-of-way

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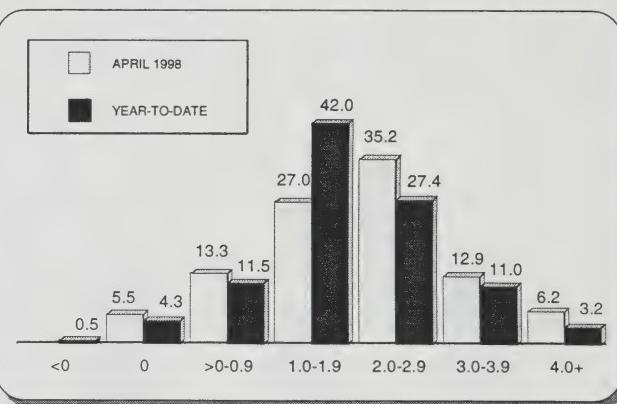
• On an industry basis, wage adjustments ranged from 1.4 per cent in **public administration** (8 agreements covering 17,460 employees), to a high of 3.0 per cent in **community, business and personal services** (9 agreements covering 14,350 employees). The **services** sector included the settlement between the Windsor Casino Ltd. and 3,100 employees for wage increases averaging 6.3 per cent. The largest concentration of employees in April's settlements was in **public administration**. Wage adjustments averaged 2.0 per cent in the **transportation, communication and utilities sector** (6 agreements covering 12,070 employees) which included the CN Rail settlement with 5,820 rail employees receiving wage increases of 2.0 per cent. In **manufacturing**, 5 agreements provided 3,550 employees with wage increases averaging 2.1 per cent and in the **trade and finance sector** 2 agreements provided 1,100 employees with wage increases averaging 1.6 per cent. A single agreement in both **primary industries** (700 employees) and **construction** (850 employees) provided for wage increases averaging 2.8 and 1.9 per cent respectively.

• Wage rates were frozen in 4 agreements covering 2,740 employees (5.5% of all employees in the month's settlements). Five agreements involving 6,650 employees (13.3% of all employees) provided for increases below 1.0 per cent. Six agreements covering 13,520 employees (27% of all employees) provided increases of 1.0 per cent to 1.9 per cent. Thirteen settlements covering 17,610 employees (35.2%) provided for increases of 2.0 per cent to 2.9 per cent, and 4 agreements involving 9,560 employees (19.1%) resulted in increases of 3.0 per cent and over.

*Base rate percentage adjustments in major settlements, by industry*



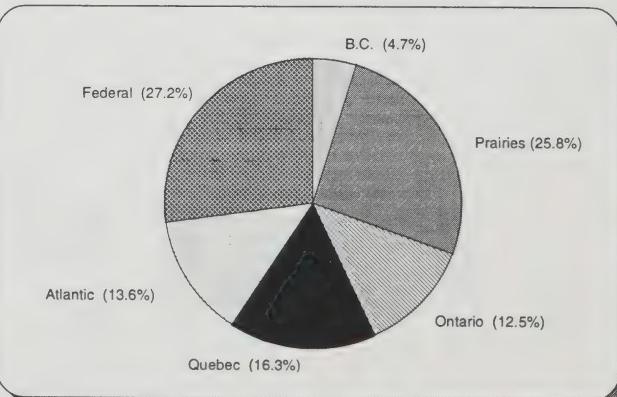
*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*

• The distribution of settlements and employees by region/jurisdiction for the month of April is shown in the accompanying chart and in the table below:

	Agts.	Empls.
Atlantic Provinces	3	6,800
Quebec	6	8,140
Ontario	5	6,260
Prairies	9	12,910
British Columbia	3	2,330
Federal	6	13,640



**MAJOR SETTLEMENTS REACHED IN APRIL**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (1 agreement)</b>	700	2.8	2.3	36	.
International Minerals & Chemical (Canada) Global Limited, mine employees, Esterhazy (Sask.)	700	2.8	2.3	36	2001-01-31
<b>Manufacturing (5 agreements)</b>	3,550	2.1	0.9	48.8	.
Island Fishermen's Co-operative Association Ltd., plant & maintenance empl., Lameque (N.B.)	500	0.0	0.0	22	2000-02-28
Sport Masko inc., plant & maintenance empl., St-Jean-sur-Richelieu (Que.)	500	2.8	2.0	26	2000-02-15
Camco Inc., production, Hamilton (Ont.)	950	2.9*	2.5	36	2001-04-22
Fletcher Challenge Canada Limited, mill employees, Crofton (B.C.)	850	2.0	0.0	72	2003-04-30
Fletcher Challenge Canada Limited, mill employees, Campbell River (B.C.)	750	2.0	0.0	72	2003-04-30
<b>Construction (1 agreement)</b>	850	1.9	1.2	35	.
Construction Labour Relations Association of Manitoba, carpenters, province-wide (Man.)	850	1.9	1.2	35	2001-04-01
<b>Transp., Comm. &amp; Utilities ( 6 agreements)</b>	12,070	2.0	1.8	35	.
Union Gas Limited, service & maintenance empl., Southwestern (Ont.)	970	2.5	3.0	24	1999-12-31
City of Edmonton, bus drivers, Edmonton (Alta.)	1,400	1.7	0.0	36	2000-01-04
Canadian National Railway Company, service & maintenance empl., System-Wide	850	2.0	2.0	36	2000-12-31
Canadian Pacific Limited, bridge and structure employees, System-Wide	2,530	2.0	2.0	36	2000-12-31
Canadian National Railway Company, conductors; etc., System-Wide	5,820	2.0	2.0	36	2000-12-31
Marine Atlantic Inc., longshoremen, Atlantic Coast	500	2.0	2.0	36	2000-12-31
<b>Trade, Finance &amp; Insurance ( 2 agreements)</b>	1,100	1.6	2.8	32.2	.
Nova Scotia Liquor Commission, retail employees, Halifax (N.S.)	600	3.0	5.1	29	2000-03-31
Great Atlantic & Pacific Company of Canada Limited, grocery distribution centre employees, Metropolitan Toronto (Ont.)	500	0.0	0.0	36	2000-10-14
<b>Community, Business &amp; Personal Services ( 9 agreements)</b>	14,350	3.0	3.9	32.9	.
Concordia University, professors, Montreal (Que.)	650	0.7	0.0	78	2002-05-31
Laval University, Instructors/Tutors/Lecturers, Quebec (Que.)	1,000	0.0	0.0	84	2003-05-31
Regional Municipality of Niagara, non-medical employees, Niagara Region (Ont.)	740	0.0	0.0	24	1997-12-31
Windsor Casino Limited, casino empls., Windsor (Ont.)	3,100	6.3	8.6	36	2001-03-31
River East School Division No. 9, elementary and secondary teachers, East Kildonan (Man.)	840	0.7	0.0	24	1997-12-31
Board of Trustees of School District No. 7, elementary and secondary teachers, Edmonton (Alta.)	4,200	3.1	3.1	12	1998-08-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note : Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN APRIL**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
University Hospitals Board, non-medical employees, Edmonton (Alta.)	1,660	3.0	3.0	36	2000-03-31
Provincial Health Authorities of Alberta (Long Term Care), nursing assistants, Edmonton (Alta.)	1,200	2.3	6.0	36	2000-04-30
Capital Health Authority, nursing assistants, Edmonton (Alta.)	960	2.7	3.8	36	2000-03-31
<b>Public Administration (8 agreements)</b>	<b>17,460</b>	<b>1.4</b>	<b>0.8</b>	<b>31.3</b>	.
Government of Nova Scotia (Master), administrative services employees, province-wide (N.S.)	5,700	1.7	0.0	29	2000-03-31
City of Montreal, firefighters, Montreal (Que.)	1,560	1.0	1.9	48	2000-12-31
City of Montreal, inside employees, Montreal (Que.)	3,880	0.6	0.0	39	2001-02-28
City of Montreal, administrative services employees, Montreal (Que.)	550	0.6	0.0	39	2001-03-31
City of Regina, outside employees, Regina (Sask.)	1,100	1.7	2.0	36	2000-12-31
District of Coquitlam, inside employees, Coquitlam (B.C.)	730	0.7	0.0	36	1999-12-31
Government of Canada, economists, Canada-Wide	2,910	1.9	1.9	14	1999-06-21
Government of Canada, foreign service officers, Canada & abroad	1,030	2.2	2.5	26	1999-06-30
<b>Agreements with COLA (1 agreement)</b>	<b>950</b>	<b>2.9</b>	<b>2.5</b>	<b>36.0</b>	
<b>Agreements without COLA (31 agreements)</b>	<b>49,130</b>	<b>2.1</b>	<b>2.2</b>	<b>34.0</b>	
<b>All agreements (32 agreements)</b>	<b>50,080</b>	<b>2.1</b>	<b>2.0</b>	<b>34.0</b>	

(cont'd from page 1)

employees, all received wage gains averaging 2.0 per cent in three-year contracts.

On a regional/jurisdictional basis, average wage adjustments were largest in Ontario at 3.9 per cent, but with a relatively low coverage of 6,260 employees (12.5% of all employees) - in 5 agreements. The Prairie provinces followed, with an average wage adjustment of 2.4 per cent, in 9 settlements covering 12,910 employees (25.8% of April's settlements). In the Federal jurisdiction, 13,640 employees in 6 agreements (the largest concentration of employees - 27.2% - in April's settlements), gained wage increases averaging 2.0 per cent. Wage adjustments

in Atlantic Canada averaged 1.7 per cent in 3 settlements covering 6,800 employees (13.6% of employees in April's settlements); the overwhelming majority - 6,300 employees in 2 settlements - were in Nova Scotia, with wage increases averaging 1.8 per cent. In British Columbia, there were 3 settlements covering 2,330 employees with wage increases averaging 1.6 per cent (the lowest concentration - 4.7% of employees); they included 1,600 Fletcher Challenge employees who gained increases of 2.0 per cent, following a 2 - month strike. Average wage adjustments were lowest in Quebec at 0.8 per cent, with 8,140 employees in 6 agreements (16.3% of all employees in April's settlements).

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
 (effective average annual percentage adjustment in base rates)

	1995	1996	1997	1998				1998				1998			
				1997		1998		Year to Date*		1998		Year to Date*		1998	
				1	2	3	4	1	Date	Oct	Jan	Feb	Mar	Apr	
<b>All Industries/Jurisdictions</b>															
Average Annual Adjustment	0.9	0.9	1.6	1.3	1.8	1.4	1.7	1.8	1.9	1.5	1.8	1.8	1.7	1.7	2.1
Non-COLA	0.8	0.6	1.6	1.3	1.8	1.4	1.6	1.8	1.9	1.4	1.8	1.8	1.7	1.6	2.1
COLA	1.4	2.5	1.8	2.2	1.8	1.7	1.7	3.1	3.1	1.6	1.7	3.1	2.8	3.3	2.9
First Year Increase	0.4	0.7	1.3	0.8	1.6	1.1	1.5	1.2	1.5	1.1	1.7	1.3	1.7	0.6	2.0
Non-COLA	0.4	0.4	1.2	0.8	1.5	1.0	1.4	1.2	1.4	1.0	1.7	1.2	1.6	0.6	2.0
COLA	0.8	2.3	1.7	1.8	1.8	1.5	1.6	3.0	2.9	1.4	1.6	2.9	3.4	2.8	2.5
<b>Industries</b>															
Primary Industries	2.5	1.7	1.9	2.8	2.0	1.8	1.2	-	2.8	1.8	1.2	2.8	-	-	2.8
Manufacturing	2.3	2.9	2.1	2.1	2.7	1.9	1.6	2.1	2.1	1.8	1.9	2.0	3.0	-0.1	2.1
Construction	1.0	0.1	2.6	-	2.7	2.0	2.3	-	1.9	2.0	2.6	1.9	-	-	1.9
Transp. & Communication	1.1	0.8	1.8	1.9	1.4	1.5	1.6	1.3	1.7	1.0	1.6	1.7	1.5	1.0	2.0
Trade-Finance	0.9	0.6	1.6	1.6	2.0	1.6	1.4	1.7	1.7	1.7	1.4	1.7	1.0	2.9	1.6
Services	0.5	0.6	1.0	0.9	0.9	0.8	1.6	2.0	2.2	1.1	2.0	2.1	1.4	1.9	3.0
Public Administration	0.7	0.3	1.4	1.0	0.7	1.2	1.8	1.4	1.4	1.2	1.7	1.4	1.4	1.5	1.4
<b>Jurisdictions</b>															
Newfoundland	0.7	2.0	1.8	2.1	0.0	3.6	1.1	1.5	1.5	3.6	1.1	1.5	1.8	1.4	-
Prince Edward Island	1.7	1.7	-	-	-	-	-	-	-	-	-	-	-	-	-
Nova Scotia	1.2	1.7	2.0	-	-	-	-	2.0	2.8	1.8	3.1	2.3	-	2.5	1.8
New Brunswick	0.9	1.7	1.0	0.9	1.8	-	-	1.0	1.4	0.7	1.2	1.3	1.5	0.7	0.0
Quebec	0.8	1.5	2.3	1.9	2.7	1.1	1.4	1.0	0.9	1.0	1.4	0.9	0.8	1.0	0.8
Ontario	1.0	1.0	1.1	0.6	1.3	1.2	1.1	1.5	2.4	1.2	1.3	2.7	2.1	1.1	3.9
Manitoba	0.4	0.2	1.1	0.5	0.0	1.5	1.4	2.5	2.2	1.9	1.3	2.4	3.4	1.9	1.3
Saskatchewan	1.9	1.1	1.0	1.5	0.9	-	-	1.0	1.6	1.7	-	1.0	1.7	-	1.6
Alberta	-0.3	1.0	2.4	2.2	2.2	2.4	2.8	1.8	2.1	2.6	2.8	2.2	1.2	2.0	2.7
British Columbia	1.3	0.6	1.4	1.0	1.6	1.6	0.9	0.6	1.1	1.6	1.0	1.2	0.7	-	1.6
Multi-Province	1.1	2.3	2.8	-	2.5	0.0	3.2	-	-	2.9	-	-	-	-	-
Federal Jurisdiction	1.0	0.5	1.8	2.0	1.3	1.5	1.9	1.7	1.9	0.5	1.9	1.9	1.7	1.7	2.0
Public Sector	0.6	0.5	1.2	1.0	0.8	0.9	1.6	1.8	1.9	1.1	1.8	1.8	1.5	1.7	2.1
Private Sector	1.4	1.8	2.1	2.1	2.5	1.6	1.8	1.8	1.9	1.7	1.8	1.8	2.3	1.0	2.0
Consumer Price Index	2.1	1.6	1.6	2.1	1.7	1.7	1.3	1.1	1.0	1.6	0.9	0.9	2.2	2.0	1.7

\* January to April

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Various employer construction associations in Ontario	various trade unions	60,000	*
•Via Rail	various unions	2,200	May 98
•Govt. of Alberta	AUPE	11,680	May 98

\* Several trades concluded early renewal agreements in 1997. Approximately 10 concluded agreements in May and June this year; several other trades reached new agreements earlier this year.

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	139,000	B/CO	Apr. 97-May 98
•Radio-Canada	CNTU	960	CO	Sept. 95
•Canada Post*	CUPW	47,900	MED/ARB	July 97
•Canada Post	APOC	3,000	B	March 98
•Govt. of Newfoundland	Nfld. and Labrador Teachers' Assn.	9,000	CO	Dec. 95
•Govt. of Newfoundland, Hospitals and Nursing Homes	CUPE	2,000	B	March 96
•Govt. of New Brunswick	N.B. Public Employees	3,240	B/CO	Dec. 96
•Govt. of New Brunswick	N.B. Teachers	7,600	B	Aug. 97
•Hydro Quebec	Professional Engineers	1,500	B	Dec. 95
•Liquor Control Board of Ontario	Ontario Liquor Board Employees Union	4,600	CO	March 98
•Ontario hospitals	CUPE / SEIU	33,800	B/ARB	Sept./Oct. 95
•Ontario community colleges	OPSEU (Academic)	7,300	MED	Aug. 96
•Toronto separate schools (primary)	Ont. Eng. Cath. Teachers Assn.	6,500	B	Aug. 97/98
•Toronto public schools (secondary)	OSSTF	7,800	B	Aug. 97
•Ontario Hydro	CUPE	14,300	MED	April 98
•Toronto Police Service	Toronto Police Assn.	7,300	B	Dec. 97
•SaskPower	IBEW	1,150	CO	Dec. 97
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•Alberta hospitals	CUPE/AUPE	5,370	B	March 98
•City of Edmonton	various unions	2,370	B	Jan. 96/97
•B.C. Hydro & Power	Office and Professional Employees Intl. Union / IBEW	4,550	B/MED	March/Sept. 97
•Health Employers Assn. of B.C.	various unions	89,130	B/Tent.	March 98
•Via Rail	BLE	500	CO	Dec. 97
•Govt. of British Columbia	B.C. Govt. and Service Employees	27,500	Tent.	April 98

\* Ongoing negotiations on working conditions

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

## CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status	Expiry month
<b>Private Sector</b>				
•CP Rail	CAW	3,520	B	Dec. 97
•CN Rail	CAW/RTC	6,500	B/CO	Dec. 97
•Eastern Canada Pulp and Paper	various unions	19,600	B	April 98
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	ARB	Dec. 94
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	April 98
•Bell Canada	Canadian Telephone Employees	14,500	B	May 98
•Experitech Network Installations (Bell) (Ont. & QC)	CEP	1,200	CO	Nov. 97
•Uniroyal Goodrich Canada (Ont.)	Steelworkers	900	B	May 98
•Nav Canada	Air Traffic Control Assn.	2,130	B	Dec 97
•Various employer Construction Association in Ontario	various trade unions	15,000	B/WS	April 98
•TELUS Communications (Alta.)	IBEW	2,070	B	Dec. 97
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union and Cdn. Merchant Service Guild	1,150	B/CO	Sept. 97

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt. of Quebec	various unions	335,000	June 98
•CAMI Automotive (Ont.)	CAW	2,300	Sept. 98
•Ontario Hospitals	Ont. Nurses Assn.	40,000	March 98

## EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

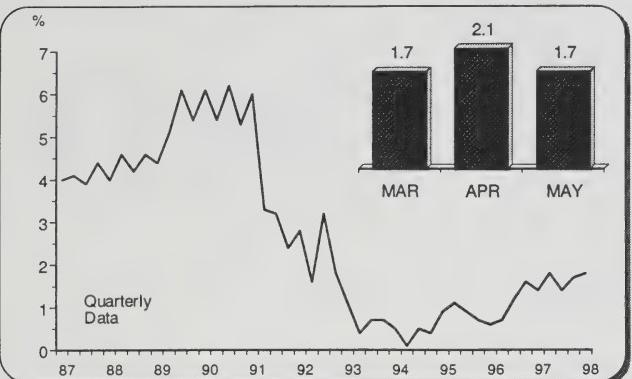
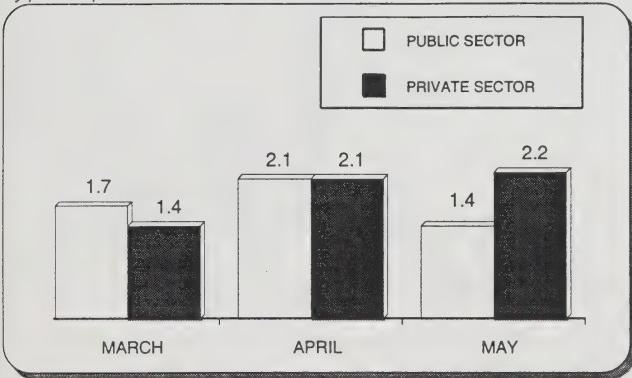
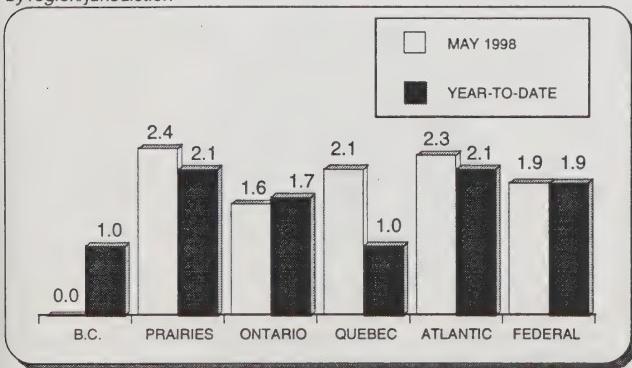
**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.





AUG 17 1998

University of Toronto

**THE WAGE SETTLEMENTS BULLETIN**July 1998  
Volume 9, Issue 7L 110  
- W17**Perspective on base rate percentage adjustments from major settlements**Base rate percentage adjustments from major settlements,  
by public / private sectorsBase rate percentage adjustments in major settlements,  
by region/jurisdiction

Le Bulletin existe également en français.

**May 1998**

• Base rate wage adjustments from major collective bargaining settlements reached in May averaged 1.7 per cent, down from 2.1 per cent in April, and up just slightly from last year's average of 1.6 per cent.

• The May results are based on a review of an average coverage of 36 agreements and 94,028 employees. (The average monthly coverage in 1990-1997 was 38 settlements and 88,990 employees.) When the parties to these May settlements previously negotiated - with contract duration averaging 36 months - the resulting wage adjustments averaged 0.6 per cent, compared to the 1.7 per cent in their May 1998 settlements.

• For 55,630 employees in 9 public-sector settlements, wage adjustments averaged 1.4 per cent, down from 2.1 per cent in April, 1.7 percent in March, but up slightly from the 1.2 per cent average for the year 1997. The May figure was significantly affected by an Ontario Hospital Association settlement with 40,000 nurses province-wide, with wage gains averaging 1.0 per cent annually in a two-year contract. The nurses' wage increase was also the lowest increase among public-sector settlements reached in May. The largest increase was for 530 teachers with the Edmonton School Board District 7, at 3.3 per cent. Other significant public sector settlements included: 9,540 administration and support service employees with the Alberta Government, at 2.3 per cent, and 1,600 passenger service and 600 shopcraft employees in 2 separate Via Rail Canada contracts, both at 2.0 per cent.

• Private-sector wage increases for 38,398 employees in 27 May settlements averaged 2.2 per cent, up fractionally from the April figure of 2.1 per cent, and the average of 2.1 per cent for 1997 as a whole. Wage adjustments in the private sector in May ranged from a wage freeze for 620 employees with Shoppers Drug Mart in B.C., to a high of 6.2 per cent for 2,000 bricklayers in Ontario with the Masonry Contractors' Association.

• On a regional/jurisdictional basis, the largest concentration of employees covered was in Ontario (73.5% of employees covered in May's settlements) with 21 agreements providing wage adjustments averaging 1.6 per cent to 69,140 employees. The largest average wage increase was in Nova Scotia at 2.8 per cent, but with a relatively low coverage of 720 employees in a single agreement. Overall in Atlantic Canada (with 2.3% of all employees in 2 agreements) wage increases averaged 2.3 per cent. In the Prairie provinces, there were only 4 settlements in Alberta

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Canada

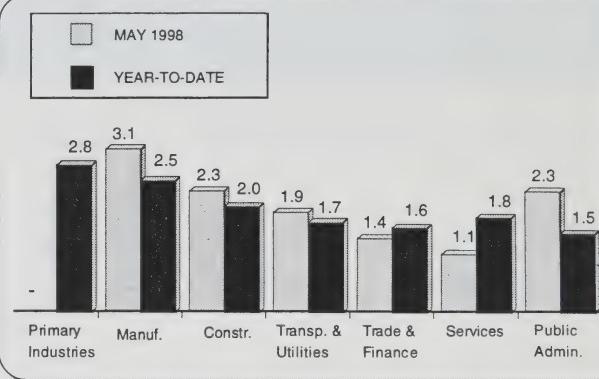
•On an industry basis, the largest concentration of employees in May's settlements, and also the lowest average wage adjustment at 1.1 per cent, were in the **community, business and personal services** sector (6 agreements covering 43,930 employees, of which 40,000 were in the Ontario nurses' settlement). The second largest concentration of employees was in **construction**, with 18,050 employees in 8 agreements receiving wage increases averaging 2.3 per cent; all eight construction settlements were in Ontario and wage increases ranged from 0.9 per cent for the painters' trade group to 6.2 per cent for the bricklayers' group. Wage adjustments averaged 1.9 per cent in the **transportation, communication and utilities** sector (10 agreements covering 13,850 employees) which included the various CN, CP and Via Rail settlements all at 2.0 per cent. The largest average in wage increases was in **manufacturing** (9 agreements covering 7,488 employees) at 3.1 per cent. In **public administration**, a single agreement provided 9,540 Govt. of Alberta employees with a wage increase averaging 2.3 per cent and in the **trade and finance** sector, 2 agreements provided 1,170 employees with wage increases averaging 1.4 per cent. There were no agreements in **primary industries**.

•Wage rates were frozen in 2 agreements covering 1,120 employees (1.2% of all employees in the month's settlements). Two agreements involving 5,300 employees (5.6% of all employees) provided for increases below 1.0 per cent. Seven agreements covering 52,140 employees (55.5% of all employees) provided increases of 1.0 per cent to 1.9 per cent. Thirteen settlements covering 24,138 employees (25.7%) provided for increases of 2.0 per cent to 2.9 per cent, and 12 agreements involving 11,330 employees (12%) resulted in increases of 3.0 per cent and over.

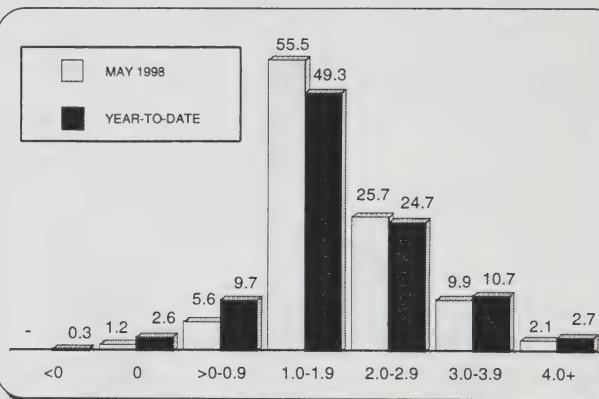
•The distribution of settlements and employees by region/jurisdiction for the month of May is shown in the accompanying chart and in the table below:

	Agt.	Empl.
Atlantic Provinces	2	2,160
Quebec	3	1,688
Ontario	21	69,140
Prairies	4	11,380
British Columbia	1	620
Federal	5	9,040

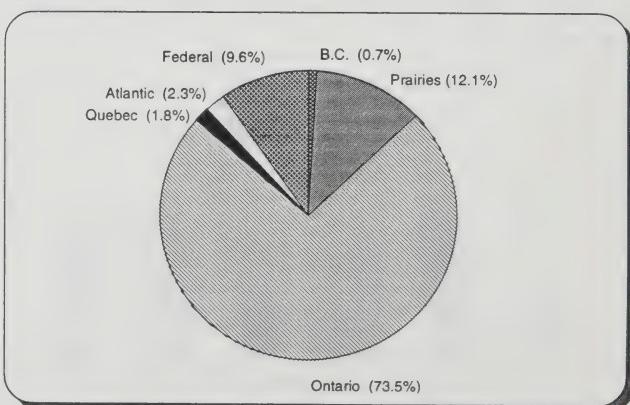
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN MAY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (9 agreements)</b>	7,488	3.1	3.2	34.6	.
Coca-Cola Bottling Ltd., plant & maintenance empl., Montreal (Que.)	500	2.6	2.5	36.0	2001-07-29
Camco inc., production, Montreal (Que.)	608	2.6*	2.6	36.0	2001-03-04
Atlas Specialty Steels, A Division of Atlas Steels Inc., plant & maintenance empl., Welland (Ont.)	740	1.8*	1.3	36.0	2001-03-22
Brock Telecom Limited, plant & maintenance empl., Brockville (Ont.)	870	3.0	3.0	24.0	2000-05-11
CAMI Automotive Inc., plant & maintenance empl., Ingersoll (Ont.)	2,040	3.5*	3.3	36.0	2001-09-22
Carlton Cards Limited, production empl., Etobicoke (Ont.)	650	2.9	3.1	36.0	2001-01-31
Dominion Castings Limited, plant & maintenance empl., Hamilton (Ont.)	830	2.8	5.8	36.0	2001-05-18
H.J. Heinz Co. of Canada Ltd., plant & maintenance empl., Leamington (Ont.)	750	3.6*	3.1	36.0	2001-04-30
Lear Seating Canada Ltd., plant & maintenance empl., Ajax (Ont.)	500	3.8*	3.9	36.0	2001-04-30
<b>Construction (8 agreements)</b>	18,050	2.3	1.8	36.0	.
Architectural Glass and Metal Contractors Association, glaziers, province-wide (Ont.)	600	1.1	0.4	36.0	2001-04-30
Masonry Contractors' Association of Toronto Inc., bricklayers, province-wide (Ont.)	2,000	6.2	7.2	36.0	2001-04-30
Mechanical Contractors Association of Ontario, plumbers and pipefitters, province-wide (Ont.)	8,000	1.6	0.7	36.0	2001-04-30
Metropolitan Toronto Road Builders' Association, labourers, Metropolitan Toronto (Ont.)	600	3.3	2.6	36.0	2001-04-30
MetroToronto Sewer and Watermain Contractors Assn., heavy equipment operators, Metropolitan Toronto (Ont.)	750	3.1	2.4	36.0	2001-04-30
Metro Toronto Sewer and Watermain Contractors Assn. labourers, Metropolitan Toronto (Ont.)	1,000	3.2	2.5	36.0	2001-04-30
Ontario Painting Contractors Association, painters, province-wide (Ont.)	3,900	0.9	1.1	36.0	2001-04-30
Utility Contractors' Association of Ontario Incorporated, labourers, province-wide (Ont.)	1,200	3.2	2.5	36.0	2001-04-30
<b>Transp., Comm. &amp; Utilities (10 agreements)</b>	13,850	1.9	1.8	30.9	.
City of Mississauga, bus drivers, Mississauga (Ont.)	540	3.0	3.0	12.0	1999-03-31
Entourage Technology Solutions Inc., technical employees, province-wide (Ont.)	1,400	0.6	0.0	32.0	2000-09-30
TST Overland Express, truck drivers (Ont.)	500	0.0*	0.0	36.0	2001-03-23
Consumers Gas Co., office empls., Toronto (Ont.)	1,560	1.5	1.5	24.0	2000-03-31
Canadian Western Natural Gas Company Limited, plant & maintenance empl., Calgary (Alta.)	510	2.9	3.0	24.0	1999-12-31
Northwestern Utilities Limited, plant & maintenance empl., Edmonton (Alta.)	800	2.9	3.0	24.0	1999-12-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN MAY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Canadian National Railway Co., bridge and structure employees, System-Wide	4,900	2.0	2.0	36.0	2000-12-31
Canadian Pacific Limited, non-operating employees, System-Wide	1,440	2.0	2.0	24.0	2000-12-31
Via Rail Canada Inc., shopcraft employees, System-Wide	600	2.0	2.0	36.0	2000-12-31
Via Rail Canada Inc., sleeping; dining & parlour car employees, System-Wide	1,600	2.0	2.0	36.0	2000-12-31
<b>Trade &amp; Finance (2 agreements)</b>	<b>1,170</b>	<b>1.4</b>	<b>1.4</b>	<b>48.0</b>	
Fenwick Automotive Products, production, Toronto (Ont.)	550	3.0	3.0	48.0	2002-02-28
Shoppers Drug Mart, retail employees, province-wide (B.C.)	620	0.0	0.0	48.0	2001-04-30
<b>Community, Business &amp; Personal Services (6 agreements)</b>	<b>43,930</b>	<b>1.1</b>	<b>0.2</b>	<b>24.9</b>	
Government of Prince Edward Island, elementary and secondary teachers, province-wide (P.E.I.)	1,440	2.1	2.0	36.0	2001-06-30
Board of Governors of Dalhousie College and University, professors, Halifax (N.S.)	720	2.8	5.6	44.0	2001-06-30
Confédération des syndicats nationaux et ses organismes affiliés, administrative & support employees, Montreal (Que.)	580	1.2*	0.6	36.0	2001-05-31
Carleton University, academic staff, Ottawa (Ont.)	660	1.3	0.5	36.0	2001-04-30
Ontario Hospital Association, nurses, province-wide (Ont.)	40,000	1.0	0.0	24.0	1998-03-31
Board of Trustees of Edmonton R. C. Separate School Dist. No. 7, office and clerical employees, Edmonton (Alta.)	530	3.3	3.3	12.0	1998-08-31
<b>Public Administration (1 agreement)</b>	<b>9,540</b>	<b>2.3</b>	<b>2.4</b>	<b>24.0</b>	
Government of Alberta, administrative services employees, province-wide (Alta.)	9,540	2.3	2.4	24.0	1999-08-31
<b>Agreements with COLA (7 agreements)</b>	<b>5,718</b>	<b>2.7</b>	<b>2.4</b>	<b>36.0</b>	
<b>Agreements without COLA (29 agreements)</b>	<b>88,310</b>	<b>1.7</b>	<b>1.2</b>	<b>28.4</b>	
<b>All agreements (36 agreements)</b>	<b>94,028</b>	<b>1.7</b>	<b>1.2</b>	<b>28.9</b>	

(cont'd from page 1)

providing 11,380 employees (12.1% of all employees) with wage adjustments averaging 2.4 per cent. In Quebec 1,688 employees (1.8% of employees in May's settlements) received wage increases

averaging 2.1 per cent. In the Federal jurisdiction, 9,040 employees (9.6% of employees in May's settlements) in 5 agreements, gained wage increases averaging 1.9 per cent.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**

(effective average annual percentage adjustments in base rates)

	1995 1996 1997				1998				1998						
	1	2	3	4	1	2	3	4	Date	Year-to-Date	Sep	Dec	Mar	Apr	May
<b>All Industries/Jurisdictions</b>															
Average Annual Adjustment	0.9	0.9	1.6	1.3	1.8	1.4	1.7	1.7	1.8	1.6	1.7	1.8	1.7	2.1	1.7
Non-COLA	0.8	0.6	1.6	1.3	1.8	1.4	1.6	1.7	1.8	1.6	1.7	1.7	1.6	2.0	1.7
COLA	1.4	2.6	1.8	2.2	1.8	1.7	1.7	3.2	2.9	1.8	1.7	2.9	3.3	3.2	2.7
First Year Increase	0.4	0.7	1.3	0.8	1.5	1.0	1.5	1.2	1.3	1.3	1.6	1.2	0.6	2.0	1.2
Non-COLA	0.4	0.4	1.2	0.8	1.5	1.0	1.4	1.1	1.3	1.2	1.6	1.1	0.6	1.9	1.2
COLA	0.8	2.3	1.6	1.8	1.4	1.6	3.0	2.7	2.1	1.5	2.6	2.8	2.9	2.4	-
<b>Industries</b>															
Primary Industries	2.5	1.7	1.9	2.8	2.0	1.8	1.2	-	2.8	-	1.2	2.8	-	2.8	-
Manufacturing	2.3	2.9	2.1	2.1	2.7	1.9	1.6	2.1	2.5	1.7	2.5	2.3	0.0	2.3	3.1
Construction	1.0	0.1	2.6	-	2.7	2.0	2.3	1.6	2.0	2.3	-	2.0	1.6	1.9	2.3
Transp., Comm. & Util.	1.1	0.8	1.6	1.9	1.4	1.5	1.6	1.1	1.7	0.6	1.6	1.8	1.0	2.0	1.9
Trade-Finance	0.9	0.6	1.6	1.6	2.0	1.6	1.4	1.6	1.6	1.5	0.7	1.8	2.9	1.6	1.4
Services	0.5	0.6	1.0	0.9	0.8	0.8	1.6	2.0	1.8	1.2	2.1	1.7	1.9	3.1	1.1
Public Administration	0.7	0.4	1.4	1.0	0.7	1.2	1.8	1.4	1.5	1.7	1.0	1.6	1.5	1.3	2.3
<b>Jurisdictions</b>															
Newfoundland	0.7	2.0	1.8	2.1	0.0	3.6	1.1	1.5	2.5	2.5	1.5	1.4	1.4	-	-
Prince Edward Island	1.7	1.7	-	-	-	-	-	-	2.1	-	-	2.1	-	-	2.1
Nova Scotia	1.2	1.7	2.0	-	-	-	-	2.0	2.8	2.6	2.0	3.3	2.3	2.5	1.8
New Brunswick	0.9	1.7	1.0	0.9	1.8	-	-	1.0	1.4	1.3	1.0	1.4	0.5	0.7	0.0
Quebec	0.8	1.7	2.2	1.9	2.7	1.1	1.4	1.0	1.0	1.2	1.3	1.0	1.0	0.8	2.1
Ontario	0.9	1.0	2.1	0.6	1.3	1.2	1.1	1.5	1.7	1.0	1.3	1.7	1.5	3.9	1.6
Manitoba	0.4	0.2	1.1	0.5	0.0	1.5	1.4	2.5	2.2	1.4	2.5	1.6	1.9	1.3	-
Saskatchewan	1.9	1.1	1.0	1.5	0.9	-	1.0	1.6	1.7	-	1.0	1.7	1.6	2.1	-
Alberta	-0.3	1.0	2.4	2.2	2.2	2.4	2.8	1.8	2.2	3.0	2.3	2.3	2.0	2.7	2.4
British Columbia	1.3	0.6	1.4	1.0	1.6	1.6	0.9	0.6	1.0	1.6	0.6	1.2	-	1.6	0.0
Multi-Province	1.1	2.3	2.8	-	2.5	0.0	3.2	-	-	3.2	-	-	-	-	-
Federal Jurisdiction	1.0	0.5	1.8	2.0	1.3	1.5	1.9	1.6	1.9	2.7	1.7	1.9	1.6	2.0	1.9
<b>Public Sector</b>															
Private Sector	1.4	1.8	2.1	2.1	2.5	1.6	1.8	1.7	2.0	1.8	1.9	2.0	1.4	2.1	2.2
Consumer Price Index	2.1	1.6	1.6	2.1	1.7	1.7	1.3	1.0	1.0	1.3	0.9	0.9	0.9	0.8	1.1

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Radio-Canada	CNTU	960	June 98
•Via Rail	BLE	500	June 98
•Govt. of Newfoundland	Nfld. and Labrador Teachers' Assn.	9,000	June 98
•Govt. of Newfoundland, Hospitals and Nursing Homes	CUPE	2,000	June 98
•Govt. of New Brunswick	N.B. Public Employees	2,190	June 98
•Govt. of New Brunswick	N.B. Teachers	7,600	June 98
•Liquor Control Board of Ontario	Ontario Liquor Board Employees Union	4,400	July 98
•Ontario Hydro	CUPE	14,300	June 98
•Various employer construction	various trade unions	4,300	June 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	139,000	B/CO/Tent.	Apr.97-Apr.98
•CBC	Guild & CEP	7,460	B	Mar,Jun,Sep. 98
•Canada Post*	CUPW	47,900	MED/ARB	July 97
•Canada Post	APOC	3,000	B	March 98
•Govt. of New Brunswick	N.B. Public Employees	1,185	B	Dec. 96
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	Professional Engineers	1,500	B	Dec. 95
•Ontario hospitals	CUPE / SEIU	33,800	B/ARB	Sept./Oct. 95
•Ontario community colleges	OPSEU (Academic)	7,300	MED	Aug. 96
•Toronto separate schools (prim. & sec.)	Ont. Eng. Cath. Teachers Assn.	6,500	B	Aug. 98
•Toronto public schools (primary)	various unions	10,600	B	Aug. 98
•Toronto public schools (secondary)	OSSTF	7,800	CO	Aug. 98
•Toronto Police Service	Toronto Police Assn.	7,300	Tent.	Dec. 97
•SaskPower	IBEW	1,150	CO	Dec. 97
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•Alberta hospitals	CUPE/AUPE	5,370	B	March 98
•City of Edmonton	various unions	2,370	B	Jan. 96/97
•B.C. Hydro & Power	Office and Professional Employees Intl. Union / IBEW	4,550	B/MED	March/Sept. 97
•Health Employers Assn. of B.C.	various unions	47,130	B	March 98
•Govt. of British Columbia	B.C. Govt. and Service Employees	27,500	Tent.	April 98

*Continued on next page*

\* Ongoing negotiations on working conditions

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/W/S	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

## CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status	Expiry month
<b>Private Sector</b>				
•CP Rail	CAW	3,520	B	Dec. 97
•CN Rail	CAW/RTC	6,500	B/CO	Dec. 97
•Bell Canada	Canadian Telephone Employees	14,500	Tent.	May 98
•Eastern Canada Pulp and Paper	various unions	19,600	B/WS	April 98
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	ARB	Dec. 94
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	April 98
•Expertech Network Installations (Bell) (Ont. & QC)	CEP	1,200	CO	Nov. 97
•Uniroyal Goodrich Canada (Ont.)	Steelworkers	900	WS	May 98
•Nav Canada	Air Traffic Control Assn.	2,130	B	Dec 97
•Various employer construction associations in Ontario	various trade unions	10,500	B/WS	April 98
•TELUS Communications (Alta.)	IBEW	2,070	B	Dec. 97
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union and Cdn. Merchant Service Guild	1,150	B/Tent.	Sept. 97
•B.C. pulp and paper cos.	CEP/PPWC	5,460	B	April 97
•Greater Vancouver Hotel Employer's Assn.	Hotel Employees Intl. Union	2,200	MED	Feb. 98

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Canada Post	PSAC	5,000	Sept. 98
•CANPAR Transport	Transportation - Communication International Union	1,200	Oct. 98
•Ontario Hospitals	Ont. Nurses Assn.	40,000	March 98
•Highland Valley Copper (BC)	Steelworkers	1,020	Sept. 98

## EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

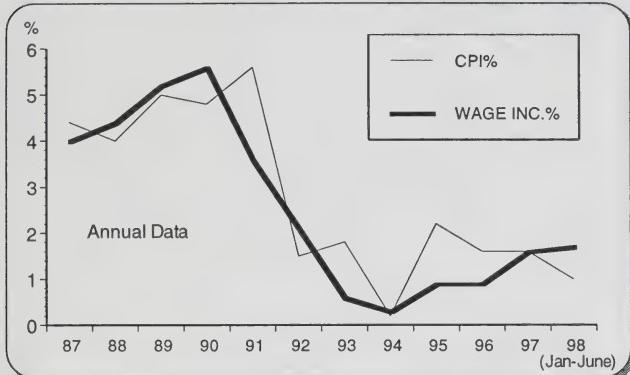
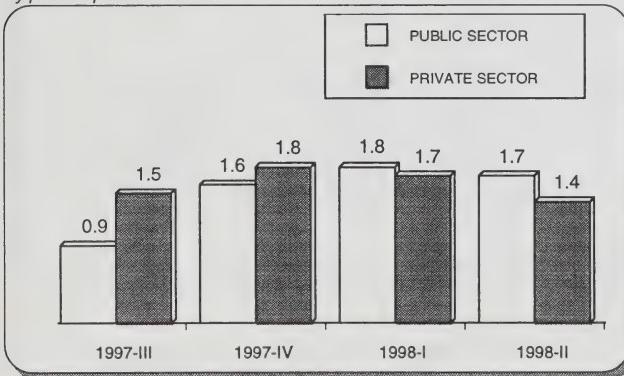
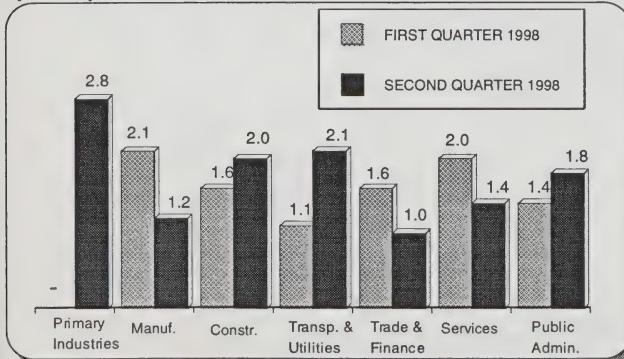
**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



**THE WAGE SETTLEMENTS BULLETIN**August 1998  
Volume 9, Issue 8

First Half 1998

Perspective on base rate percentage adjustments from major settlements

Base rate percentage adjustments from major settlements,  
by public / private sectorsBase rate percentage adjustments in major settlements,  
by industry

Le Bulletin existe également en français.

Base rate wage adjustments from major collective bargaining settlements reached in the first half of 1998 averaged 1.7 per cent annually over the contract term, up marginally from 1.6 per cent in 1997 as a whole, and higher than the 0.9 per cent average in both 1995 and 1996. The first-half 1998 results are based on a review of the 179 settlements reached in the period, and covered 385,145 employees. When the parties to these contracts previously negotiated - with contract durations averaging close to 32 months - the resulting wage adjustments averaged 0.9 per cent, slightly over half the 1.7 per cent in their first-half 1998 settlements.

There has been a modest uptrend in the size of overall wage adjustments since 1994, and accompanying those gains has been a decline in the incidence of wage freezes and cuts resulting from collective bargaining settlements. Employees subject to wage freezes (or cuts) as a proportion of all employees covered in new major collective bargaining settlements declined from a historical high of 65.6 per cent in 1993, to 18.3 per cent in 1997, and further to 11.5 per cent in the first half of 1998.

The (modest) uptrend in the size of wage adjustments was more evident in the private sector, where average settlement increases rose from 0.8 per cent in 1993, to 2.1 per cent in 1997. In the first half of 1998, there was an apparent moderation in the size of adjustments in the private sector; wage adjustments averaged 1.5 per cent for 135,565 employees in 82 agreements reached in the period. (The first-half 1998 average in the private sector was dampened considerably by June settlements in which 50,760 private-sector employees received adjustments averaging 0.6 per cent in 23 agreements; 35,080 of these employees in 8 agreements were subject to wage freezes.)

In the public-sector, average wage adjustments rose from 0.0 per cent in 1994, to 1.2 per cent in

1997, and further to 1.8 per cent in the first half of 1998. There were 249,580 employees covered by the 97 public-sector settlements reached in the first half of 1998; only 2.3

per cent (5,710) of these employees were subject to wage freezes, compared to corresponding figures of 28.5 per cent (38,720 employees in the private sector).

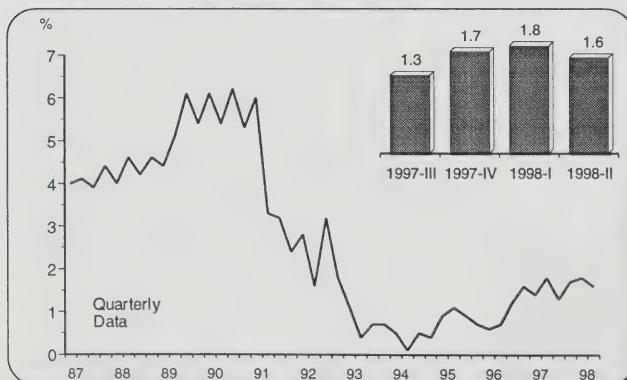
On a regional/jurisdictional basis, average wage adjustments in the first half of 1998 in descending order of magnitude were:

	Agreements	Employees	Average Wage Gain(%)
Prairie provinces	44	80,320	2.1
Atlantic Canada	24	73,620	1.9
Federal Jurisdiction	21	32,810	1.9
Ontario	50	124,035	1.8
British Columbia	11	15,780	0.7
Quebec	29	58,580	0.6
<i>Canada total</i>	<i>179</i>	<i>385,145</i>	<i>1.7</i>

On an industry basis, average wage adjustments in settlements reached in the first half of 1998 were:

	Agreements	Employees	Average Wage Gains (%)
Primary Industries			
Transportation,	1	700	2.8
Comm. & Other utilities	28	49,900	2.0
Construction	16	38,300	1.8
Services	60	161,060	1.7
Public Admin.	29	72,300	1.6
Manufacturing	36	52,585	1.4
Trade/Finance	9	10,300	1.1
<i>All Industries</i>	<i>179</i>	<i>385,145</i>	<i>1.7</i>

#### *Perspective on base rate percentage adjustments from major settlements*



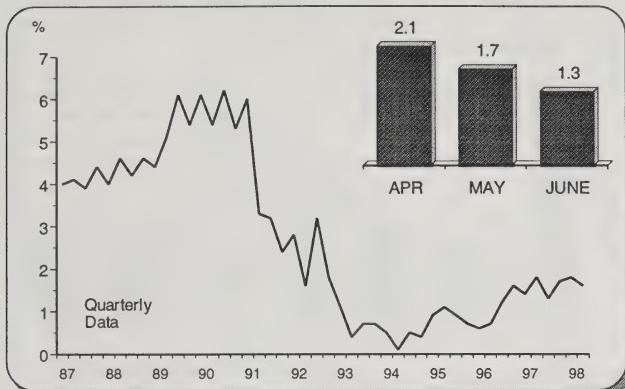
#### Brief Perspective on Second Quarter 1998

Base rate wage adjustments from major collective bargaining settlements reached in the second quarter of 1998 averaged 1.6 per cent annually over the contract term.

Quarterly wage increases have varied between 1.1 and 1.8 per cent since the third quarter of 1996. From the second quarter of 1993 to the third quarter of 1996, they had remained below the 1.1 per cent figure.

In the predecessor contracts, the parties to these second quarter settlements had negotiated an average increase of 1.0 per cent.

*Perspective on base rate percentage adjustments from major settlements*

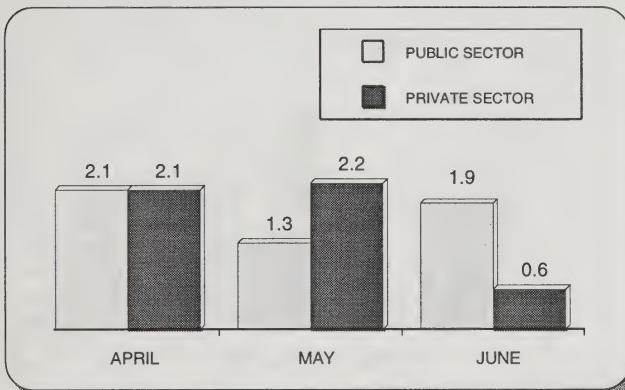


**June 1998**

• Base rate wage adjustments from major collective bargaining settlements reached in June averaged 1.3 per cent annually over the contract term, lower than the 1.7 per cent average for May and the 1.6 per cent average for 1997 as a whole.

• The June results are based on a review of 44 agreements covering 111,490 employees (in contrast to the low coverage in earlier months of the year). When the parties to these June contracts previously negotiated - with an average contract duration of 28 months - the resulting wage adjustments averaged 1.3 per cent, the same as in their current settlements.

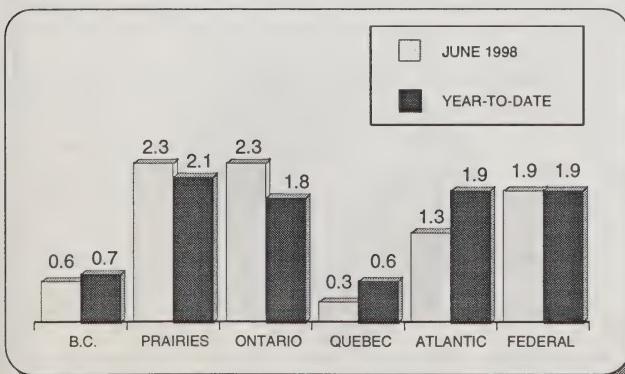
*Base rate percentage adjustments from major settlements, by public / private sectors*



• Private sector wage adjustments yielded an average increase of 0.6 per cent in June, considerably less than the 2.2 per cent average in May and the 2.1 per cent figure for 1997 as a whole. This was due to several large bargaining units with a wage freeze including 8,320 employees with the Associated Clothing Manufacturers of the Province of Quebec, 7,970 employees with the Quebec Fashion Apparel Manufacturers' Guild, 4,010 security guards with the Security & Investigation Agency of Quebec, and 4,000 fish processing employees with the Fish Processors' Bargaining Association of British Columbia. In all, 8 agreements covering 35,080 employees (69.1 per cent of private sector employees in major settlements) were subject to a wage freeze. The private sector results are based on a coverage of 23 agreements covering 50,760 employees.

• Wage adjustments for 60,730 public sector employees in 21 agreements averaged 1.9 per cent, up from the 1.3 per cent figure in May, and the 1.2 per cent average for 1997. June wage adjustments in this sector ranged from a wage freeze for 800 teachers with the Toronto Catholic School Board, to a high of 4.0 per cent for 700 non-medical employees with the Calgary Regional Health Authority. For the second month this year (see March), public sector average wage adjustments were larger than those in the private sector.

*Base rate percentage adjustments in major settlements, by region / jurisdiction*

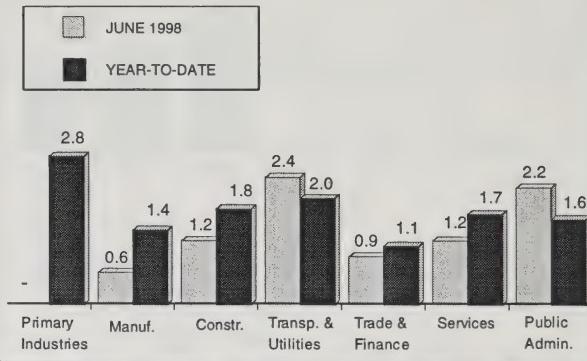


• On a regional/jurisdictional basis, the largest gains in June were in Ontario and the Prairie provinces (both at 2.3 per cent), followed by (in descending order of magnitude), the Federal jurisdiction (1.9 per cent), the Atlantic provinces (1.3 per cent), British Columbia (0.6 per cent), and Quebec (0.3 per cent).

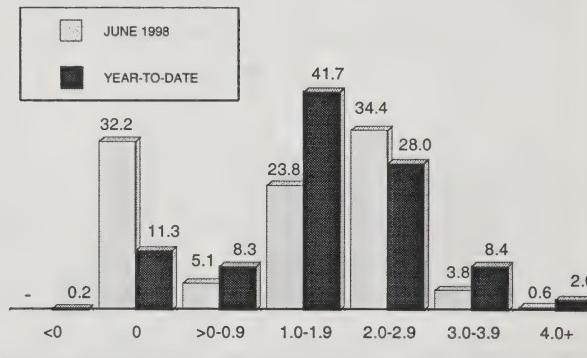
• On an industry basis, the largest concentration of employees in June's settlements, was in the **community, business and personal services** sector with 41,300 employees in 18 agreements receiving wage adjustments averaging 1.2 per cent. The largest average wage increase was in the **transportation, communication and utilities** sector at 2.4 per cent resulting from 3 agreements covering 15,480 employees. In **public administration**, 3 agreements provided 12,180 employees with wage gains averaging 2.2 per cent. Wage adjustments averaged 1.2 per cent in the **construction** sector (6 agreements covering 6,400 employees) and 0.9 per cent in the **Trade-Finance** sector (3 agreements covering 6,420 employees). The lowest average wage increase was in **manufacturing** (11 agreements covering 29,710 employees) at 0.6 per cent. There were no agreements in **primary industries**.

• Wage rates were frozen in 9 agreements covering 35,880 employees (32.2% of all employees in the month's settlements, the large majority in the private sector). Two agreements involving 5,700 employees (5.1% of all employees) provided for increases below 1.0 per cent. Twelve agreements covering 26,530 employees (23.8% of all employees) provided increases of 1.0 per cent to 1.9 per cent. Sixteen settlements covering 38,400 employees (34.4%) provided for increases of 2.0 per cent to 2.9 per cent, and 5 agreements involving 4,980 employees (4.4%) resulted in increases of 3.0 per cent and over.

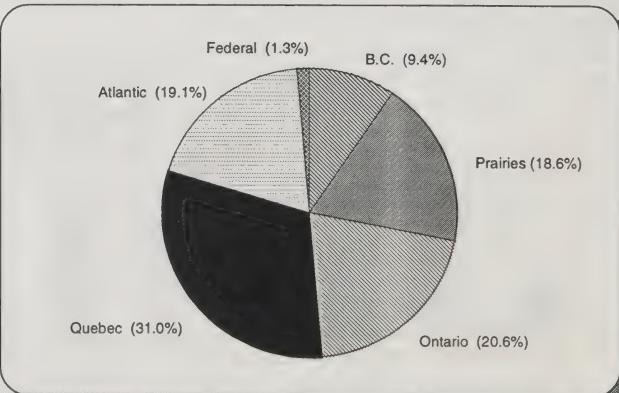
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



• The distribution of settlements and employees by region/jurisdiction for the month of June is shown in the accompanying chart and in the table below:

	Agts.	Empls.
Atlantic Provinces	6	21,270
Quebec	12	34,560
Ontario	9	22,920
Prairies	12	20,760
British Columbia	3	10,500
Federal	2	1,480

## MAJOR SETTLEMENTS REACHED IN JUNE

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (11 agreements)</b>	29,710	<b>0.6</b>	0.5	15.6	.
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquiere (Que.)	2,450	0.0*	0.0	2	1998-12-31
Associated Clothing Manufacturers of the Province of Quebec, Inc., production, Montreal (Que.)	8,320	0.0	0.0	7	1998-12-31
Quebec Fashion Apparel Manufacturers' Guild, production, province-wide (Que.)	7,970	0.0	0.0	6	1998-12-31
Frigidaire Canada, production, L'Assomption (Que.)	750	2.4	2.8	48	2002-03-17
Manac, division of Le Groupe Canam Manac inc., production, St-Georges (Que.)	700	2.4	2.0	60	2003-04-30
Metallurgie Noranda - Affinerie CCR, production, East-Montreal (Que.)	600	1.7*	1.7	36	2001-05-30
QIT-Fer et Titane inc., plant & maintenance empl., Sorel (Que.)	900	2.0*	2.0	36	2001-04-29
Reynolds Canadian Metals Corporation Ltd., plant & maintenance empl., Baie-Comeau (Que.)	1,200	2.5*	2.8	59	2003-05-31
A.G. Simpson Co. Limited, plant & maintenance empl., Cambridge (Ont.)	2,000	2.4*	1.3	36	2001-07-28
Standard Products (Canada) Limited, plant & maintenance empl., Stratford (Ont.)	820	3.7*	3.8	36	2001-09-30
Fish Processors' Bargaining Association of British Columbia, fish processing employees, Coast (B.C.)	4,000	0.0	0.0	12	1999-04-15
<b>Construction (6 agreements)</b>	6,400	<b>1.2</b>	0.7	31.5	.
Construction Management Bureau Limited, carpenters, Mainland (N.S.)	900	1.9	2.5	36	2001-04-30
Mechanical Contractors Association of N.B. Inc., plumbers and pipefitters, province-wide (N.B.)	1,200	0.0	0.0	12	1999-06-30
Master Insulators' Association of Ontario Inc., insulation workers, province-wide (Ont.)	1,200	0.5	0.0	36	2001-04-30
Ontario Formwork Association, heavy equipment operators, province-wide (Ont.)	600	2.6	2.0	36	2001-04-30
Ontario Industrial Roofing Contractors' Association, roofers, province-wide (Ont.)	1,300	1.5	0.8	36	2001-04-30
Ontario Refrigeration and Air Conditioning Contractors Association, service & maintenance empl., province-wide (Ont.)	1,200	1.7	0.0	36	2001-04-30
<b>Transp., Comm. &amp; Utilities (3 agreements)</b>	15,480	<b>2.4</b>	2.5	25.1	.
Ontario Hydro, office and clerical employees, province-wide (Ont.)	14,000	2.5	2.5	24	2000-03-31
Canadian Broadcasting Corporation, broadcast & TV employees, province-wide (Que.)	980	1.8	2.5	36	2001-06-21
Via Rail Canada Inc., locomotive engineers, System-Wide	500	2.0	2.0	36	2000-12-31
<b>Trade &amp; Finance (3 agreements)</b>	6,420	<b>0.9</b>	0.6	32.9	.
Marchands en alimentation Agora, wholesale employees, Montreal-Nord (Que.)	530	2.0	2.0	24	2000-07-04
Saskatchewan Government Insurance, office and clerical employees, Regina (Sask.)	1,390	2.0	2.0	36	2000-12-31
Insurance Corporation of British Columbia, service & maintenance empl., province-wide (B.C.)	4,500	0.4	0.0	33	1999-06-30
<b>Community, Business &amp; Personal Services (18 agreements)</b>	41,300	<b>1.2</b>	1.1	38.8	.
Government of Newfoundland and Labrador, elementary and secondary teachers, province-wide (Nfld.)	8,500	1.1	0.0	77	2001-08-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN JUNE**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Government of Newfoundland and Labrador, support employees, province-wide (Nfld.)	2,000	1.4	0.0	60	2001-03-31
Government of New Brunswick, elementary and secondary teachers, province-wide (N.B.)	7,600	1.5	1.5	36	2000-08-31
Government of New Brunswick, para-medical technical employees, province-wide (N.B.)	1,070	1.5	1.5	60	2000-12-31
Association des entrepreneurs de services d'édifices Québec inc., service & maintenance empl., Montreal (Que.)	3,500	0.0	0.0	18	1999-12-23
Corporation of Building Maintenance Employers of Quebec, building maintenance, Quebec (Que.)	3,630	0.0	0.0	18	1999-12-23
Security & Investigation Agency of Quebec, security guards, province-wide (Que.)	4,010	0.0	0.0	18	1999-12-23
Lambton Kent District School Board, elementary teachers, Sarnia (Ont.)	1,000	3.7	3.9	24	2000-08-31
Toronto Catholic District School Board, elementary and secondary teachers, Toronto (Ont.)	800	0.0	0.0	24	2000-08-31
Red River Community College, educational services, Winnipeg (Man.)	850	1.5	1.0	36	2000-06-17
St. James-Assiniboia School Division No. 2, elementary and secondary teachers, St. James-Assiniboia (Man.)	650	1.3	1.5	18	1998-06-30
Government of Saskatchewan, non-medical employees, province-wide (Sask.)	620	2.0	2.0	36	2000-09-30
Board of Trustees of the Calgary Board of Education, building maintenance, Calgary (Alta.)	860	2.8	1.8	28	1998-12-31
Calgary Board of Education, office employees, Calgary (Alta.)	2,130	2.6	5.3	24	1998-12-31
Calgary Regional Health Authority, non-medical employees, Calgary (Alta.)	700	4.0	6.0	36	2001-03-31
Northern Alberta Institute of Technology, Instructors/Tutors/Lecturers, Edmonton (Alta.)	720	3.0	3.0	12	1999-06-30
Southern Alberta Institute of Technology, office and clerical employees, Calgary (Alta.)	660	2.1	2.2	36	2001-06-30
Greater Vancouver Hotel Employer's Association, service & maintenance empl., Vancouver (B.C.)	2,000	2.5	3.0	24	2000-02-28
<b>Public Administration (3 agreements)</b>	<b>12,180</b>	<b>2.2</b>	<b>2.1</b>	<b>33.4</b>	<b>.</b>
City of Winnipeg, firefighters, Winnipeg (Man.)	880	1.3	0.0	48	1999-12-31
Government of Saskatchewan, inside employees, province-wide (Sask.)	9,560	2.0	2.0	36	2000-09-30
Alberta Treasury Branches (Div. Treasury Dept.-Gov't of Alberta), administrative services employees, province-wide (Alta.)	1,740	3.8	3.8	12	1999-03-31
 <b>Agreements with COLA (6 agreements)</b>	<b>7 970</b>	<b>1.7</b>	<b>1.5</b>	<b>29.0</b>	
<b>Agreements without COLA (38 agreements)</b>	<b>103,520</b>	<b>1.3</b>	<b>1.2</b>	<b>29.4</b>	
<b>All agreements (44 agreements)</b>	<b>111,490</b>	<b>1.3</b>	<b>1.2</b>	<b>29.4</b>	

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1995	1996	1997	1997			1998		1998			Year to Date
				2	3	4	1	2	Apr	May	Jun	
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustments	0.9	0.9	1.6	1.8	1.3	1.7	1.8	1.6	2.1	1.7	1.3	1.7
Non-COLA	0.8	0.6	1.6	1.8	1.3	1.7	1.7	1.6	2.1	1.6	1.3	1.6
COLA	1.3	2.7	1.8	1.8	1.7	1.7	3.1	2.2	2.8	2.8	1.7	2.4
First Year Increase	0.4	0.7	1.3	1.6	1.0	1.5	1.2	1.4	2.0	1.2	1.2	1.3
Non-COLA	0.4	0.5	1.2	1.5	0.9	1.4	1.1	1.3	1.9	1.1	1.2	1.3
COLA	0.9	2.5	1.6	1.8	1.4	1.6	3.0	1.9	2.0	2.4	1.5	2.1
<b>Industries</b>												
Primary Industries	2.5	1.7	1.9	2.0	1.8	1.2	-	2.8	2.8	-	-	2.8
Manufacturing	2.2	2.9	2.1	2.7	1.9	1.6	2.1	1.2	2.3	3.0	0.6	1.4
Construction	1.0	0.1	2.5	2.7	1.1	2.3	1.6	2.0	1.9	2.3	1.2	1.8
Transp. & Communication	1.1	0.8	1.6	1.4	1.5	1.6	1.1	2.1	2.0	1.9	2.4	2.0
Trade-Finance	0.9	0.6	1.6	2.0	1.6	1.4	1.6	1.0	1.6	1.4	0.9	1.1
Services	0.5	0.6	1.0	0.8	0.8	1.7	2.0	1.4	3.0	1.1	1.2	1.7
Public Administration	0.7	0.4	1.4	0.7	1.2	1.8	1.4	1.8	1.3	2.3	2.2	1.6
<b>Jurisdictions</b>												
Newfoundland	0.7	2.0	1.8	0.0	3.6	1.1	1.5	1.1	-	-	1.1	1.3
Prince Edward Island	1.7	1.7	-	-	-	-	-	2.1	-	2.1	-	2.1
Nova Scotia	1.2	1.7	2.0	-	-	2.0	2.8	1.9	1.8	2.8	1.9	2.6
New Brunswick	0.9	1.7	1.0	1.8	-	1.0	1.4	1.3	0.9	-	1.3	1.3
Quebec	0.8	1.7	2.3	2.7	1.1	1.6	1.0	0.5	0.8	1.9	0.3	0.6
Ontario	0.9	1.0	1.1	1.3	1.1	1.1	1.6	1.9	3.9	1.5	2.3	1.8
Manitoba	0.4	0.2	1.1	0.0	1.5	1.4	2.5	1.3	1.3	-	1.4	2.0
Saskatchewan	1.9	1.1	1.0	0.9	-	1.0	1.6	2.0	2.1	-	2.0	1.8
Alberta	-0.3	1.0	2.4	2.2	2.4	2.8	1.8	2.7	2.7	2.4	3.1	2.3
British Columbia	1.3	0.6	1.4	1.6	1.6	0.9	0.6	0.8	1.6	0.0	0.6	0.7
Multi-Province	1.1	2.3	2.8	2.5	0.0	3.2	-	-	-	-	-	-
Federal Jurisdiction	1.0	0.5	1.8	1.3	1.5	1.9	1.6	2.0	2.0	2.0	1.9	1.9
<b>Public Sector</b>	0.6	0.5	1.2	0.8	0.9	1.6	1.8	1.7	2.1	1.3	1.9	1.8
<b>Private Sector</b>	1.4	1.8	2.1	2.5	1.5	1.8	1.7	1.4	2.1	2.2	0.6	1.5
<b>Consumer Price Index</b>	2.2	1.6	1.6	1.6	1.7	1.0	1.0	1.0	0.8	1.1	1.0	1.0

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Toronto Police Service	Toronto Police Assn.	7,000	July 98
•Uniroyal Goodrich Canada (Ont.)	Steelworkers	900	July 98
•Calgary Regional Health Authority and Nursing Homes	CUPE/AUPE	3,800	June/July 98
•Greater Vancouver Hotel Employer's Assn.	Hotel Employees Intl. Union	2,000	June 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	138,200	B/CO/Tent.	Apr.97-Apr.98
•CBC	Guild & CEP	7,460	B	Mar.,Jun.,Sep. 98
•Canada Post*	CUPW	47,900	MED/ARB	July 97
•Canada Post	APOC	3,000	Tent.	March 98
•Canada Post	PSAC	5,000	B	Sept. 98
•Govt. of New Brunswick	N.B. Public Employees	1,315	B	Dec. 96
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	Professional Engineers	1,500	B	Dec. 95
•Ontario hospitals	CUPE / SEIU	33,800	B/ARB	Sept./Oct. 95
•Ontario community colleges	OPSEU (Academic)	7,300	MED	Aug. 96
•Toronto separate schools (prim. & sec.)	Ont. Eng. Cath. Teachers Assn.	6,500	B	Aug. 98
•Toronto public schools (primary)	various unions	10,600	B	Aug. 98
•Toronto public schools (secondary)	OSSTF	7,900	CO	Aug. 98
•Toronto public schools	CUPE	15,000	B	Aug. 98
•SaskPower	IBEW	1,150	CO	Dec. 97
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•City of Edmonton	various unions	2,370	B	Jan. 96/97
•B.C. Hydro & Power	Office and Professional Employees Intl. Union / IBEW	4,550	B/MED	March/Sept. 97
•Health Employers Assn. of B.C.	various unions	47,130	B/Tent.	March 98
•Govt. of British Columbia	B.C. Govt. and Service Employees	27,500	Tent.	April 98

*Continued on next page*

\* Ongoing negotiations on working conditions

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/W/S	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Private Sector</b>				
•Air Canada	Air Canada Pilot Assn.	1,680	CO	April 98
•CP Rail	CAW	3,520	B	Dec. 97
•CN Rail	CAW/RTC	6,500	B/CO	Dec. 97
•Bell Canada	Canadian Telephone Employees	14,500	B	May 98
•Eastern Canada Pulp and Paper	various unions	19,600	B/CO/WS	April 98
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	ARB	Dec. 94
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	April 98
•Experitech Network Installations (Bell) (Ont. & QC)	CEP	1,200	MED	Nov. 97
•Nav Canada	Air Traffic Control Assn.	2,300	CO	Dec 97
•Various employer construction associations in Ontario	various trade unions	8,500	B/WS	April 98
•TELUS Communications (Alta.)	IBEW	2,070	B	Dec. 97
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union and Cdn. Merchant Service Guild	1,150	B/Tent.	Sept. 97
•B.C. pulp and paper cos.	CEP/PPWC	5,460	B	April 97
•Highland Valley Copper (B.C.)	Steelworkers	1,020	B	Sept. 98

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Ontario Hospitals	ONA (nurses)	40,000	Mar. 98
•Toronto Police Service	Toronto Police Assn.	7,000	Dec.. 98

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



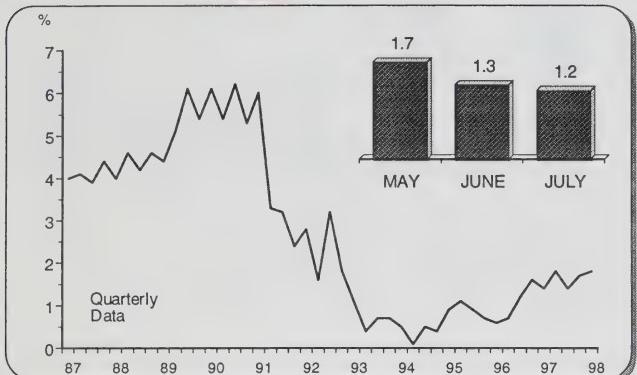


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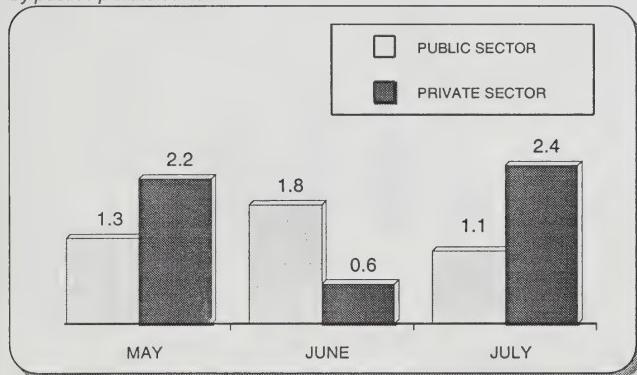
## WAGE SETTLEMENTS BULLETIN

September 1998  
Volume 9, Issue 9

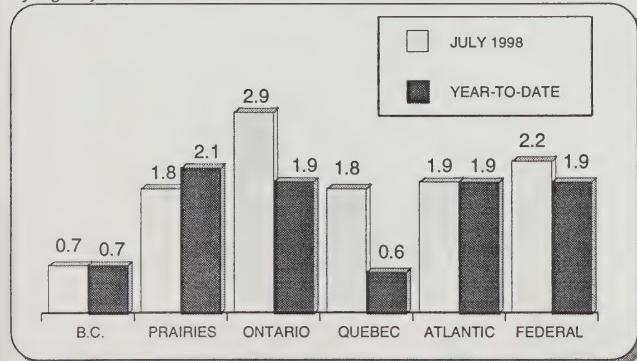
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region/jurisdiction



### July 1998

- Base rate wage adjustments from major collective bargaining settlements reached in July averaged 1.2 per cent, down slightly from 1.3 per cent in June, and below last year's average of 1.6 per cent.

- The July results are based on a coverage of 29 agreements and 120,730 employees (90% of the employees were in the public sector). When the parties to these July settlements previously negotiated - with a contract duration averaging 26 months - the resulting wage adjustments averaged 0.7 per cent, compared to the 1.2 per cent in their July 1998 settlements.

- For 108,270 employees in 15 public-sector settlements, wage adjustments averaged 1.1 per cent, down from 1.8 per cent in June, and the 1.2 per cent average for the year 1997. The public sector, with its much larger proportion of employees in conjunction with its significantly lower average wage adjustment than the private sector (see below), exerted a strong moderating influence on the aggregate figure for the month. Public-sector wage increases ranged from 0.7 per cent for 41,400 teachers with the B.C. Public School Employers Assn., as well as for 42,000 non-medical employees with Health Employers Association of British Columbia, to a high of 4.0 per cent for 900 non-medical staff with the Calgary Regional Health Authority.

- Wage adjustments for 12,460 private sector employees in 14 agreements averaged 2.4 per cent, up from 0.6 per cent in June, and the 2.1 per cent average for 1997. July wage adjustments in this sector ranged from a wage cut of 35 per cent for 680 plant employees with Fletcher Fine Foods in Alberta, to a high of 7.5 per cent for 800 drywall workers with the Interior System Construction Assn. in Ontario.

- On a regional/jurisdictional basis, the largest concentration of employees covered was in British Columbia (70.7% of employees in July's settlements) with 5 agreements providing wage adjustments averaging 0.7 per cent to 85,390 employees. The largest average wage increase was in Ontario at 2.9 per cent, with a coverage of 19,280 employees (16% of all employees) in 11 agreements. In the Federal jurisdiction, 6,070 employees (5.0% of all employees) in 2 agreements provided wage increases averaging 2.2 per cent. In Nova Scotia (with 1.7% of all employees) 2,000 employees in 2 agreements received wage increases averaging 1.9 per cent. In Quebec, 2,710 employees (2.2% of all employees) received wage increases averaging 1.8 per cent, and in the Prairie provinces, there were 5 settlements providing 5,280 employees (4.4% of all employees) with wage adjustments averaging 1.8 per cent.

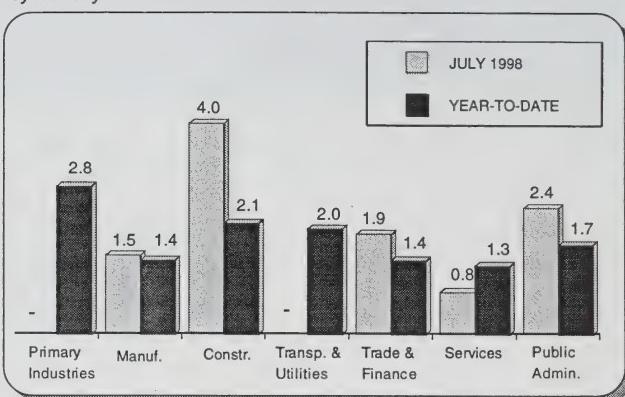
Le Bulletin existe également en français.

• On an industry basis, the largest concentration of employees in July's settlements, was in **community, business and personal services** (6 agreements covering 88,710 employees, of which 83,400 were in two B.C. public-sector settlements); the average wage adjustment for this sector was 0.8%, the lowest among industry groups. The second largest concentration of employees was in **public administration**, with 15,160 employees in 8 agreements receiving wage increases averaging 2.4 per cent. Five **construction** settlements provided 3,930 employees with wage increases averaging 4.0 per cent, (and ranging from 2.1 per cent for the plumbers' trade group in Manitoba, to 7.5 per cent for the drywall group in Ontario). Wage adjustments averaged 1.5 per cent in the manufacturing sector (8 agreements covering 5,530 employees) and included the wage cut for employees of Fletcher Foods and a wage freeze for 500 employees of Alcan in Quebec. In the **trade and finance** sector, 2 agreements provided 7,400 employees with wage increases averaging 1.9 per cent. There were no agreements in **primary industries** or the **transportation, communication and utilities** sector.

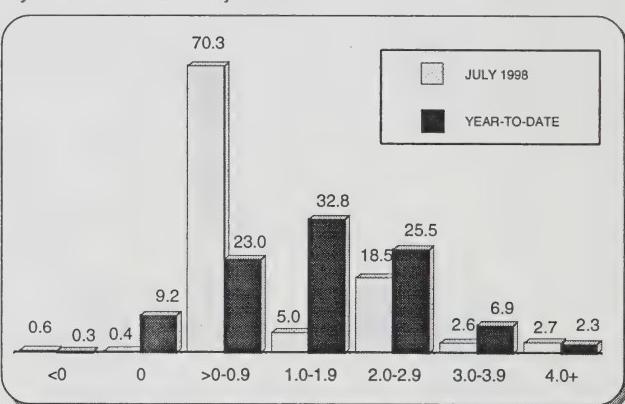
• Wage rates were cut or frozen in 2 agreements covering 1,180 employees (1.0% of all employees in the month's settlements). Four agreements involving 84,840 employees (70.3% of all employees), provided for increases below 1.0 per cent. Four agreements covering 6,000 employees (5.0% of all employees), provided increases of 1.0 per cent to 1.9 per cent. Thirteen settlements covering 22,280 employees (18.5% of employees), provided for increases of 2.0 per cent to 2.9 per cent, and 2 agreements involving 3,160 employees (2.6% of employees) resulted in increases of 3.0 to 3.9 per cent. Four settlements covering 3,270 employees (2.7% of total) resulted in wage gains of 4.0 per cent and over.

• The distribution of settlements and employees by region/jurisdiction for the month of July is shown in the accompanying chart and in the table below:

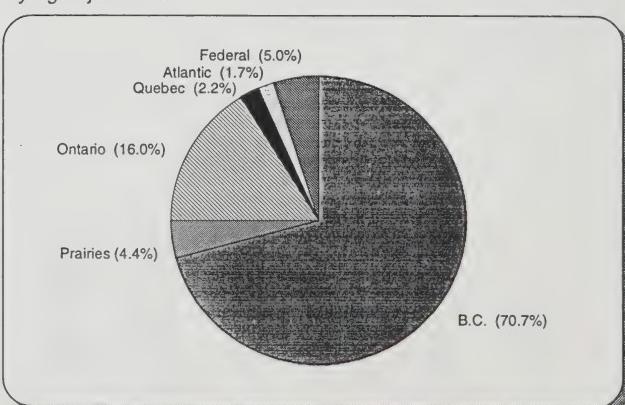
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



	Agt.	Empl.
Atlantic provinces	2	2,000
Quebec	4	2,710
Ontario	11	19,280
Prairies provinces	5	5,280
British Columbia	5	85,390
Federal	2	6,070

## MAJOR SETTLEMENTS REACHED IN JULY

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (8 agreements)</b>	5,530	1.5	-1.8	42.9	.
National Sea Products Limited, plant & maintenance empl., Lunenburg (N.S.)	500	2.2*	2.0	36	2000-12-31
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan (Que.)	500	0.0	0.0	7	1998-12-31
Aluminerie de Bécancour inc., plant & maintenance empl., Bécancour (Que.)	790	2.7	3.0	36	2000-06-30
Culinar inc., plant & maintenance empl., Ste-Marie-de-Beauce (Que.)	710	1.9*	1.7	48	2001-12-31
Siemens Electric Limited Automotive Systems (NAMO), plant & maintenance empl., London (Ont.)	900	5.0*	6.8	36	2001-07-15
Uniroyal Goodrich Canada Inc., hourly rated employees, Kitchener (Ont.)	900	2.7*	3.4	36	2001-05-31
Fletcher's Fine Foods Ltd., plant & maintenance empl., Red Deer (Alta.)	680	-6.1	-35.0	72	2004-03-10
Pacifica Papers, Alberni Specialities Division, mill employees, Port Alberni (B.C.)	550	2.0	0.0	72	2003-04-30
<b>Construction (5 agreements)</b>	3,930	4.0	4.5	31.1	.
Interior Systems Contractors Association of Ontario, drywall employees, province-wide (Ont.)	800	7.5	7.5	12	1999-04-30
Ontario Concrete & Drain Contractors' Association, labourers, Toronto (Ont.)	670	4.2	5.6	36	2001-04-30
Residential Low Rise Forming Contractors' Assn. of Metro. Toronto, labourers, Metropolitan Toronto (Ont.)	960	3.8	5.1	36	2001-04-30
Construction Labour Relations Association of Manitoba, labourers, province-wide (Man.)	500	2.3	1.8	36	2001-04-30
Construction Labour Relations Association of Manitoba, plumbers and pipefitters, province-wide (Man.)	1,000	2.1	2.1	36	2001-04-30
<b>Trade &amp; Finance (2 agreements)</b>	7,400	1.9	2.0	33.7	.
Fortinos Supermarket Limited, retail employees, Hamilton (Ont.)	3,000	1.7	2.0	48	2002-06-11
Liquor Control Board of Ontario, office and clerical employees, province-wide (Ont.)	4,400	2.0	2.0	24	2000-03-31
<b>Community, Business &amp; Personal Services (6 agreements)</b>	88,710	0.8	0.2	36.2	.
Nova Scotia Association of Health Organizations, health service-non-professionals, province-wide (N.S.)	1,500	1.8	1.9	36	2001-03-31
Société des casinos du Québec inc., casino empls., Montreal (Que.)	710	2.1	2.0	58	2003-03-31
Calgary Regional Health Authority (Foothills Hospital), non-medical employees, Calgary (Alta.)	2,200	3.1	3.2	36	2001-03-31
Calgary Regional Health Authority, non-medical employees, Calgary (Alta.)	900	4.0	6.0	36	2001-03-31
British Columbia Public School Employers' Association, elementary and secondary teachers, province-wide (B.C.)	41,400	0.7	0.0	36	2001-06-30

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN JULY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Health Employers Association of British Columbia, non-medical employees, province-wide (B.C.)	42,000	0.7	0.0	36	2001-03-31
<b>Public Administration ( 8 agreements)</b>	<b>15,160</b>	<b>2.4</b>	<b>2.5</b>	<b>20.1</b>	.
City of Thunder Bay, inside & outside employees, Thunder Bay (Ont.)	650	2.2	4.7	36	2000-12-31
Toronto Police Services Board, office and clerical employees, Metropolitan Toronto (Ont.)	900	2.9	2.9	12	1998-12-31
Toronto Police Services Board, police cadets, Metropolitan Toronto (Ont.)	1,000	2.9	2.9	12	1998-12-31
Toronto Police Services Board, police officers, Metropolitan Toronto (Ont.)	5,100	2.9	2.9	12	1998-12-31
City of Vancouver, firefighters, Vancouver (B.C.)	800	0.9	1.0	36	1999-12-31
Corporation of Delta, inside employees, Delta (B.C.)	640	0.7	0.0	36	1999-12-31
Government of Canada, auditors, Canada-Wide	5,280	2.2	2.5	24	1999-05-04
Government of Canada, translators, Canada-Wide	790	1.5	1.3	24	1999-04-17
<b>Agreements with COLA (4 agreements)</b>	<b>3,010</b>	<b>3.1</b>	<b>3.8</b>	<b>38.8</b>	
<b>Agreements without COLA (25 agreements)</b>	<b>117,720</b>	<b>1.1</b>	<b>0.6</b>	<b>34.0</b>	
<b>All agreements (29 agreements)</b>	<b>120,730</b>	<b>1.2</b>	<b>0.6</b>	<b>34.2</b>	

## WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	1995	1996	1997	1997	1998	1998	Year to Date	Jan	Feb	May	May	Jun	Jul	1998
	2	3	4	1	2	1	Apr	Apr	Feb	May	May	Jun	Jul	
<b>All Industries/Jurisdictions</b>														
Average Annual Adjustment	0.9	0.9	1.6	1.8	1.3	1.7	1.8	1.6	1.5	1.8	1.4	1.7	1.3	
Non-COLA	0.8	0.6	1.5	1.8	1.3	1.7	1.8	1.6	1.5	1.8	1.3	1.6	1.2	
COLA	1.3	2.7	1.8	1.8	1.7	1.7	3.1	2.1	2.4	1.7	3.0	2.2	2.5	
First Year Increase	0.4	0.7	1.3	1.6	1.0	1.5	1.2	1.3	1.1	1.7	1.2	1.0	1.2	
Non-COLA	0.4	0.5	1.2	1.5	1.0	1.4	1.1	1.3	1.1	1.7	1.2	0.9	1.1	
COLA	0.9	2.5	1.6	1.8	1.4	1.6	3.0	1.7	2.2	1.6	2.6	2.1	2.2	
<b>Industries</b>														
Primary Industries	2.5	1.7	1.9	2.0	1.8	1.2	-	2.8	2.8	1.2	2.8	-	-	
Manufacturing	2.2	2.9	2.1	2.7	1.9	1.6	2.1	1.1	1.4	1.9	2.1	1.1	2.7	
Construction	1.0	0.1	2.5	2.7	1.1	2.3	1.6	2.0	2.1	2.6	1.6	2.3	2.3	
Transp. & Communication	1.1	0.8	1.6	1.4	1.5	1.6	1.3	2.1	2.0	1.6	1.8	2.2	1.9	
Trade-Finance	0.9	0.6	1.7	2.0	1.6	1.4	1.6	1.0	1.4	1.4	1.6	1.4	1.4	
Services	0.5	0.6	1.0	0.8	0.7	1.7	2.0	1.4	1.3	2.1	2.1	1.0	1.1	
Public Administration	0.7	0.4	1.4	0.8	1.2	1.8	1.4	1.7	1.7	1.4	2.1	2.1	1.8	
<b>Jurisdictions</b>														
Newfoundland	0.7	2.0	1.8	0.0	3.6	1.1	1.5	1.1	1.3	1.1	1.5	1.1	1.1	
Prince Edward Island	1.7	1.7	-	-	-	-	2.1	2.1	-	-	2.1	2.1	-	
Nova Scotia	1.2	1.7	2.0	-	-	2.0	2.8	1.9	2.6	3.1	2.3	2.1	2.8	
New Brunswick	0.9	1.7	1.1	1.8	1.5	1.0	1.4	1.3	1.3	1.2	1.3	1.3	-	
Quebec	0.8	1.7	2.2	2.7	0.7	1.6	1.0	0.4	0.6	1.6	0.9	0.4	1.9	
Ontario	0.9	1.0	1.1	1.3	1.1	1.1	1.6	1.8	1.9	1.3	2.2	1.9	1.8	
Manitoba	0.4	0.2	1.1	0.0	1.5	1.4	2.5	1.3	2.0	1.3	2.4	1.7	-	
Saskatchewan	1.9	1.1	1.0	0.9	-	1.0	1.6	2.0	1.8	1.0	1.7	2.0	2.0	
Alberta	-0.3	1.0	2.4	2.2	2.4	2.8	1.8	2.7	2.3	2.8	2.2	2.5	2.4	
British Columbia	1.3	0.6	1.3	1.6	1.6	0.9	0.6	0.8	0.7	1.0	1.2	0.7	0.7	
Multi-Province	1.1	2.3	2.8	2.5	0.0	3.2	-	-	-	-	-	-	-	
Federal Jurisdiction	1.0	0.5	1.8	1.3	1.5	1.9	1.7	2.0	1.9	1.9	2.0	2.0	1.9	
Public Sector	0.6	0.5	1.2	0.8	1.0	1.6	1.8	1.7	1.5	1.8	1.3	1.8	1.1	
Private Sector	1.4	1.8	2.1	2.5	1.5	1.8	1.7	1.4	1.6	1.8	1.4	2.2	0.6	
Consumer Price Index	2.2	1.6	1.6	1.6	1.7	1.0	1.0	1.0	1.0	0.9	0.9	1.0	1.0	

Data for the current month are preliminary

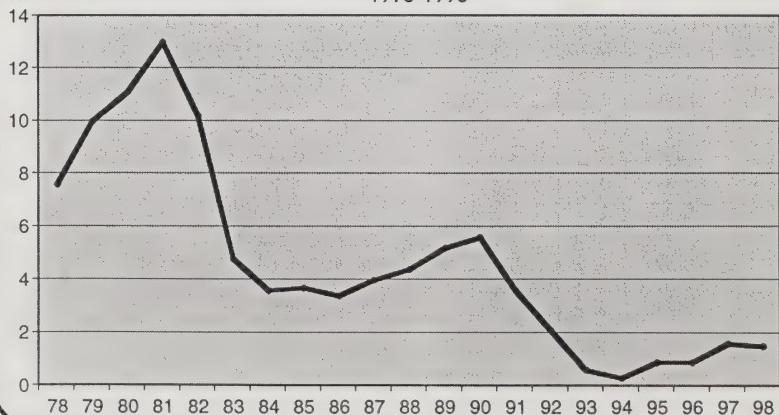
## Major Wage Settlements

1978-1998\*

Year	Public Sector			Private Sector			All		
	Agts.	Empls.	Wage Inc.%	Agts.	Empls.	Wage Inc.%	Agts.	Empls.	Wage Inc.%
1978	369	885,340	7.1	308	429,823	8.7	677	1,315,163	7.6
1979	317	755,985	9.5	252	386,950	11.1	569	1,142,935	10.0
1980	325	919,370	10.9	233	298,810	11.7	558	1,218,180	11.1
1981	290	577,585	13.1	210	323,403	12.6	500	900,988	13.0
1982	319	865,075	10.4	189	282,215	9.5	508	1,147,290	10.2
1983	458	1,241,575	4.6	200	302,751	5.5	658	1,544,326	4.8
1984	277	637,390	3.9	282	518,840	3.2	559	1,156,230	3.6
1985	316	566,785	3.8	200	271,835	3.3	516	838,620	3.7
1986	322	711,241	3.6	231	410,215	3.0	553	1,121,456	3.4
1987	270	824,298	4.1	208	287,032	3.8	478	1,111,330	4.0
1988	301	698,603	4.0	241	484,139	5.0	542	1,182,742	4.4
1989	295	737,603	5.2	158	264,183	5.2	453	1,001,786	5.2
1990	283	677,830	5.6	224	468,523	5.7	507	1,146,353	5.6
1991	365	1,121,668	3.4	182	223,975	4.4	547	1,345,643	3.6
1992	302	977,274	2.0	194	329,491	2.5	496	1,306,765	2.1
1993	347	1,012,003	0.6	172	400,968	0.8	519	1,412,971	0.6
1994	299	719,824	0.0	135	222,754	1.2	434	942,578	0.3
1995	216	630,876	0.6	187	278,603	1.4	403	909,479	0.9
1996	210	550,040	0.5	165	244,374	1.8	375	794,414	0.9
1997	221	369,655	1.2	154	320,884	2.1	375	690,539	1.6
*1998	113	360,750	1.5	98	150,585	1.6	211	511,335	1.5

\*1998 data are for the 7-month period from Jan. to July

**Wage Increases From Major Settlements**  
1978-1998\*



**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Canada Post	APOC	3,000	September 98
•Bell Canada	Canadian Telephone Employees	14,000	August 98
•Govt. of Canada	Assn. of P.S. Financial Administrators	2,000	August 98
•Air Canada	Air Canada Pilots Assn.	2,100	September 98
•Council of Marine Carriers (B.C.)	Cdn. Merchant Service Guild	650	August 98
•Govt. of British Columbia	B.C. Govt. and Service Employees	27,500	August 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	136,200	B/CO/Tent.	Apr.97-Apr.98
•CBC	Guild & CEP	7,460	B	Mar,Jun,Sep. 98
•Canada Post*	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC	5,000	B	Sept. 98
•Govt. of New Brunswick	N.B. Public Employees	1,315	B	Dec. 96
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	Professional Engineers	1,500	ARB	Dec. 95
•Ontario hospitals	CUPE / SEIU	33,800	B/ARB	Sept./Oct. 95
•Ontario community colleges	OPSEU (Academic)	7,300	TENT	Aug. 96
•Toronto separate schools (prim. & sec.)	Ont. Eng. Cath. Teachers Assn.	6,500	B/WS	Aug. 98
•Toronto public schools (primary)	ETFO	10,600	B	Aug. 98
•Toronto public schools (secondary)	OSSTF	7,900	CO	Aug. 98
•Toronto public schools	CUPE	15,000	B	Aug. 98
•SaskPower	IBEW	1,150	CO	Dec. 97
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•City of Edmonton	various unions	2,370	B/ARB	Jan. 96/97
•B.C. Hydro & Power	Office and Professional Employees Intl. Union / IBEW	4,550	B/MED	March/Sept. 97
•Health Employers Assn. of B.C.	various unions	47,130	B/Tent.	March 98

*Continued on next page*

\* Ongoing negotiations on working conditions

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

## CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status	Expiry month
<b>Private Sector</b>				
•Air Canada	CUPE	3,820	B	Oct. 98
•CP Rail	CAW	3,520	CO	Dec. 97
•CN Rail	CAW	6,200	TENT	Dec. 97
•Eastern Canada Pulp and Paper	various unions	19,600	B/C/O/WS	April 98
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	ARB	Dec. 94
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	April 98
•Expertech Network Installations (Bell) (Ont. & QC)	CEP	1,200	MED	Nov. 97
•Nav Canada	Air Traffic Control Assn.	2,300	CO	Dec 97
•Various employer construction associations in Ontario	various trade unions	10,250	B/WS	April 98
•TELUS Communications (Alta.)	IBEW	2,070	B	Dec. 97
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	500	B	Sept. 97
•B.C. pulp and paper cos.	CEP/PPWC	7,950	B	April 97
•Highland Valley Copper (B.C.)	Steelworkers	1,020	B	Sept. 98

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Maritime Telegraph and Telephone (N.S.)	Atlantic Comm. & Tech. Workers	1,500	Oct. 98
•Bell Canada (Que. & Ont.)	CEP	12,600	Nov. 98
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,300	Oct. 98
•Ontario Hospitals	ONA (nurses)	40,000	Mar. 98
•Toronto Police Service	Toronto Police Assn.	7,000	Dec. 98
•Brewers Retail (Ont.)	UFCW	4,300	Dec. 98

## EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized workforce and 20 percent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

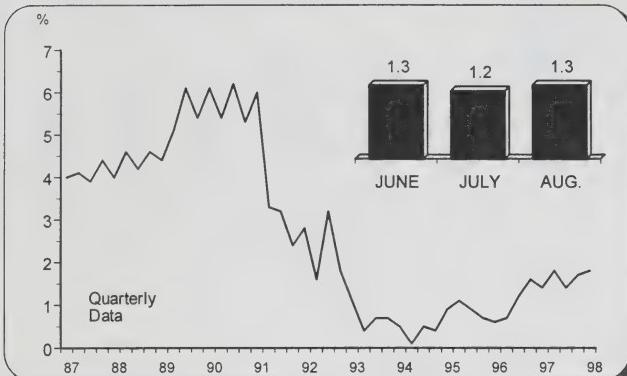


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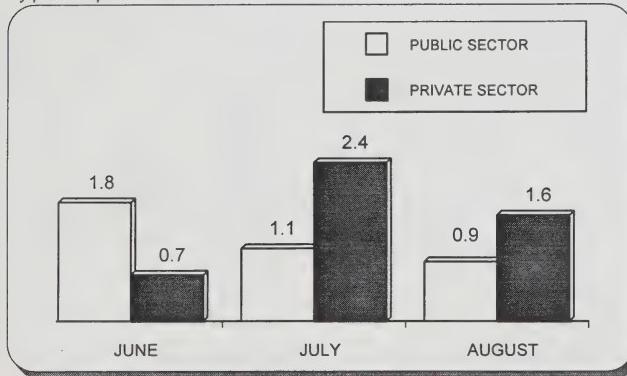
# THE WAGE SETTLEMENTS BULLETIN

October 1998  
Volume 9, Issue 10

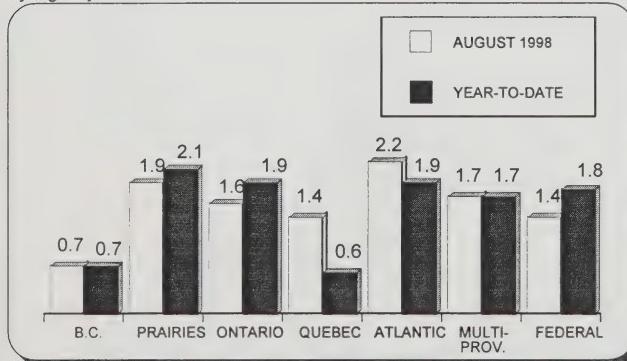
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region/jurisdiction



Le Bulletin existe également en français.

## August 1998

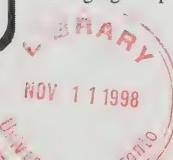
• Base rate wage adjustments from major collective bargaining settlements reached in August averaged **1.3 per cent**, up slightly from 1.2 per cent in July, and below last year's average of 1.6 per cent.

• The August results are based on a coverage of 28 agreements and 87,460 employees. When the parties to these August settlements previously negotiated - with an average contract duration of 31 months - the resulting wage adjustments averaged 0.5 per cent, compared to the 1.3 per cent in their August 1998 settlements.

• Public-sector wage adjustments averaged **0.9 per cent** in August, 1998, down from 1.1 per cent in July, and 1.2 per cent for the year 1997. The August data are based on 8 agreements covering 39,370 employees. These results were significantly affected by a Government of British Columbia settlement with 30,000 public servants, providing wage increases averaging 0.7 per cent annually in a three-year contract (with a wage freeze in the first 2 years followed by a 2 per cent increase in the third year).

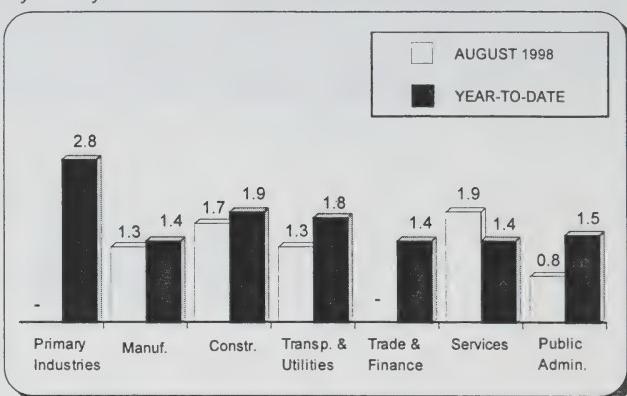
• Wage adjustments for 48,090 private-sector employees in 20 agreements averaged **1.6 per cent**, down from 2.4 per cent in July, and the 2.1 per cent average for 1997. Wage adjustments in this sector ranged from a wage freeze for 1,080 plant employees with Intercontinental Packers Ltd. in Saskatchewan, to a high of 3.4 per cent for 660 employees with Western Glove Works Inc. in Manitoba. The majority of private-sector contracts in August were in the construction sector in Ontario, New Brunswick and Nova Scotia..

• On a regional/jurisdictional basis, the three largest concentrations of employees covered were in British Columbia (36.3% of employees in August's settlements), in Ontario (29.8%), and in the Federal jurisdiction (21.4%). In B.C., wage adjustments averaged 0.7 per cent, in Ontario 1.6 per cent and in the Federal jurisdiction, 1.4 per cent. In Atlantic Canada (2.7% of all employees) wage increases averaged 2.2 per cent and in the Prairie provinces (6.3% of all employees), wage adjustments averaged 1.9 per cent. One multi-province agreement provided wage gains averaging 1.7 per cent.

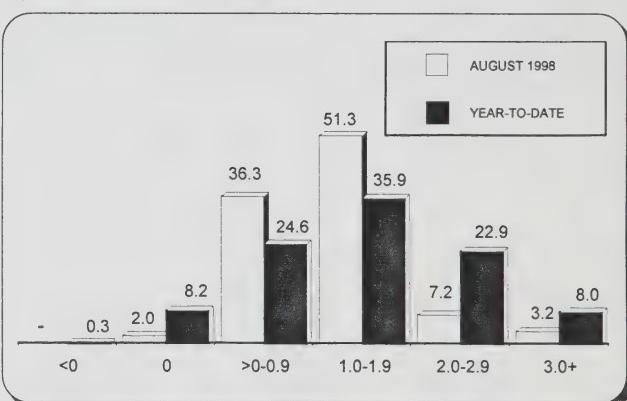


• On an industry basis, the largest concentration of employees in August's settlements and the lowest average wage adjustment (at **0.8 per cent**), was in **public administration** (3 agreements covering 33,740 employees); this resulted largely from the B.C. public-sector settlement. The second largest concentration of employees was in **construction**, with 29,700 employees in 13 agreements receiving wage increases averaging 1.7 per cent. Wage adjustments averaged **1.3 per cent** in the **transportation, communication and utilities sector** (3 agreements covering 15,600 employees), including a Bell Canada settlement at 1.1 per cent (14,000 employees). Three **manufacturing** sector settlements provided 2,290 employees with wage adjustments averaging 1.3 per cent. In the **community, business and personal services sector**, 6 agreements provided 6,130 employees with wage adjustments averaging 1.9 per cent. There were no settlements in **primary industries** or the **trade and finance sectors**.

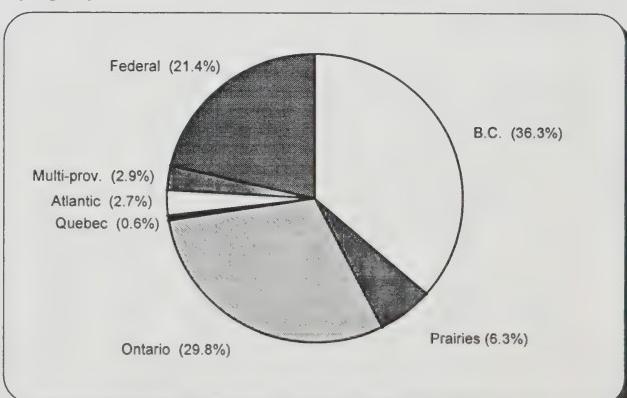
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



• The distribution of settlements and employees by region/jurisdiction for the month of August is shown in the accompanying chart and in the table below:

	Agts.	Empls.
Atlantic provinces	3	2400
Quebec	1	550
Ontario	11	26,030
Prairies provinces	5	5,540
British Columbia	2	31,750
Multi-province	1	2,500
Federal	5	18,690

**MAJOR SETTLEMENTS REACHED IN AUGUST**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (3 agreements)</b>	<b>2,290</b>	<b>1.3</b>	<b>1.5</b>	<b>47.3</b>	.
Usine de tissage Magog, division de Dominion textile inc., production, Magog (Que.)	550	1.4	1.1	34	2000-12-31
Western Glove Works Ltd., plant & maintenance empl., Winnipeg (Man.)	660	3.4	4.4	44	2001-08-16
Intercontinental Packers Limited, plant & maintenance empl., Saskatoon (Sask.)	1,080	0.0	0.0	56	2003-03-31
<b>Construction (13 agreements)</b>	<b>29,700</b>	<b>1.7</b>	<b>1.0</b>	<b>37.3</b>	.
Construction Management Bureau Limited, labourers, Mainland (N.S.)	800	1.5	2.3	36	2001-04-30
Saint John Construction Association Incorporated, carpenters, Saint John County (N.B.)	1,000	2.6*	0.0	60	2003-06-30
Saint John Construction Association Incorporated, carpenters, province-wide (N.B.)	600	2.6*	0.0	60	2003-06-30
Association of Millwrighting Contractors of Ontario, Inc., millwrights, province-wide (Ont.)	2,000	1.7	1.0	36	2001-04-30
Labourers Employer Bargaining Agency, labourers, province-wide (Ont.)	8,000	1.5	0.8	36	2001-04-30
National Capital Road Builders Association, labourers, Ottawa (Ont.)	1,500	1.9	2.1	36	2001-04-30
Ontario Erectors Association Inc., iron workers, province-wide (Ont.)	4,000	1.7	1.0	36	2001-04-30
Operating Engineers Employer Bargaining Agency, operating engineers, province-wide (Ont.)	2,500	1.7	1.7	36	2001-04-30
Ottawa Construction Association, labourers, Ottawa (Ont.)	500	1.7	0.9	36	2001-04-30
Residential Framing Contractors Assn. of Metro Toronto & Vicinity, carpenters, Toronto (Ont.)	600	2.8	3.0	36	2001-04-30
Rodworker Employer Bargaining Agency, rodmen, province-wide (Ont.)	1,500	1.7	1.0	36	2001-04-30
Terrazzo, Tile and Marble Guild of Ontario, Inc., masonry workers, province-wide (Ont.)	4,200	1.8	0.9	36	2001-04-30
Canadian Automatic Sprinkler Association, plumbers and pipefitters, Canada-Wide	2,500	1.7	0.7	36	2001-04-30
<b>Transportation, Communication and Utilities (3 agreements)</b>	<b>15,600</b>	<b>1.3</b>	<b>0.3</b>	<b>46.8</b>	.
Council of Marine Carriers, licensed personnel, Coast (B.C.)	650	1.3	1.0	36	2000-09-30
Bell Canada, office and clerical employees, province-wide (Ont.)	14,000	1.1	0.0	48	2002-05-31
Nav Canada, electronic technicians, Canada-Wide	950	3.3	4.0	36	2000-08-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN AUGUST**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Community, Business &amp; Personal Services (6 agreements)</b>	<b>6,130</b>	<b>1.9</b>	<b>1.6</b>	<b>36</b>	.
Board of Governors of Ryerson Polytechnic University, office and clerical employees, Metropolitan Toronto (Ont.)	530	2.0	1.0	36	2001-06-30
Med-Chem Laboratories Ltd., health service empls., Metropolitan Toronto (Ont.)	700	0.0	0.0	18	1999-06-30
Inner-Tec Innotech Security Consultants Ltd., security guards, Winnipeg (Man.)	500	2.1	1.6	36	2001-06-30
University of Regina and University of Saskatchewan, office and clerical employees, Regina (Sask.)	2,150	1.8	1.0	48	2000-12-31
Provincial Health Authorities of Alberta, office and clerical employees, province-wide (excl. Calgary) (Alta.)	1,150	3.0	3.0	36	2001-03-31
National Research Council of Canada, scientific & other professionals, Canada-Wide	1,100	2.3	2.5	24	1999-07-19
<b>Public Administration (3 agreements)</b>	<b>33,740</b>	<b>0.8</b>	<b>0.1</b>	<b>35.3</b>	.
Government of British Columbia, all categories, province-wide (B.C.)	30,000	0.7	0.0	36	2001-04-04
Government of British Columbia, scientific & other professionals, province-wide (B.C.)	1,750	0.7	0.0	36	2001-04-04
Government of Canada, finance employees, Canada-Wide	1,990	2.2	2.5	24	1999-11-06
<b>Agreements with COLA (2 agreements)</b>	<b>1,600</b>	<b>2.6</b>	<b>0.0</b>	<b>60.0</b>	
<b>Agreements without COLA (26 agreements)</b>	<b>85,860</b>	<b>1.2</b>	<b>0.6</b>	<b>38.0</b>	
<b>All agreements (28 agreements)</b>	<b>87,460</b>	<b>1.3</b>	<b>0.6</b>	<b>38.4</b>	

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**WAGE INCREASES FROM MAJOR SETTLEMENTS**

	effective average annual percentage adjustments in base rates)											
	1995	1996	1997	1997	1998	Year to Date*	Dec	Mar	Jun	Jun	Jul	Aug
	2	3	4	1	2	Date*	Feb	May	Aug	Jun	Jul	Aug
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	0.9	1.6	1.8	1.3	1.7	1.8	1.6	1.5	1.8	1.8	1.3
Non-COLA	0.8	0.6	1.6	1.8	1.3	1.7	1.7	1.5	1.5	1.8	1.7	1.2
COLA	1.3	2.7	1.8	1.8	1.7	1.7	3.0	2.5	2.6	1.8	2.7	2.5
First Year Adjustment	0.4	0.7	1.3	1.7	1.0	1.5	1.2	1.3	1.1	1.6	1.2	0.6
Non-COLA	0.4	0.5	1.3	1.7	1.0	1.4	1.1	1.3	1.0	1.6	1.1	0.6
COLA	0.8	2.5	1.7	1.8	1.4	1.6	2.8	2.1	2.3	1.6	2.3	2.2
<b>Industries</b>												
Primary Industries	2.5	1.7	1.9	2.0	1.8	1.2	-	2.8	2.8	1.2	2.8	-
Manufacturing	2.2	2.9	2.3	3.2	1.9	1.6	2.1	1.2	1.4	2.5	2.2	0.8
Construction	1.0	0.1	2.5	2.7	1.1	2.3	1.6	2.0	1.9	-	2.0	1.9
Transp. & Communication	1.1	0.8	1.6	1.4	1.5	1.6	1.3	2.1	1.8	1.6	1.9	2.4
Trade-Finance	0.9	0.6	1.7	2.0	1.6	1.4	1.6	1.1	1.4	0.7	1.8	1.4
Services	0.5	0.6	1.0	0.8	0.7	1.7	2.0	1.4	1.4	2.1	1.7	1.0
Public Administration	0.7	0.4	1.4	0.8	1.2	1.8	1.4	1.7	1.5	1.0	1.6	1.4
<b>Jurisdictions</b>												
Newfoundland	0.7	2.0	1.7	0.0	3.6	1.1	1.5	1.1	1.3	1.5	1.4	1.1
Prince Edward Island	1.7	1.7	-	-	-	-	2.1	-	2.1	-	2.1	-
Nova Scotia	1.2	1.7	2.0	-	-	2.0	2.8	1.9	2.5	3.3	2.3	1.8
New Brunswick	0.9	1.7	1.1	1.8	1.5	1.0	1.4	1.3	1.4	1.4	0.8	1.5
Quebec	0.8	1.7	2.2	2.7	0.7	1.6	1.0	0.4	0.6	1.5	1.0	0.4
Ontario	0.9	1.0	1.1	1.4	1.1	1.1	1.6	1.8	1.9	1.3	1.7	2.1
Manitoba	0.4	0.2	1.1	0.0	1.5	1.4	2.5	1.3	2.1	2.5	1.6	1.9
Saskatchewan	1.9	1.1	0.9	-	1.0	1.6	2.0	1.8	1.0	1.7	1.8	2.0
Alberta	-0.3	1.0	2.4	2.2	2.4	2.8	1.8	2.7	2.3	2.3	2.6	3.1
British Columbia	1.2	0.6	1.3	1.6	1.6	0.9	1.0	0.8	0.7	1.2	0.7	0.7
Multi-Province	1.1	2.3	2.8	2.5	0.0	3.2	-	-	1.7	-	1.7	-
Federal Jurisdiction	1.0	0.5	1.8	1.3	1.5	1.9	1.7	2.0	1.8	1.7	2.0	1.6
Public Sector	0.6	0.5	1.2	0.8	1.0	1.6	1.8	1.7	1.5	1.7	1.7	1.3
Private Sector	1.4	1.8	2.1	2.5	1.5	1.8	1.8	1.4	1.6	2.0	2.0	1.2
<b>Consumer Price Index</b>	2.2	1.6	1.6	1.6	1.7	1.0	1.0	1.0	1.0	1.2	0.9	0.9

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Govt. of Canada	Canadian Merchant Service Guild	850	September 98
•CN Rail & CP Rail	CAW	9,720	Sept.-Oct. 98
•Ontario community colleges	OPSEU (Academic)	6,500	September 98
•City of Edmonton	various unions	2,200	October 98
•B.C. pulp and paper cos. (CFP, Howe Sound, Pacifica)	CEP/PPWC	2,290	September 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	129,510	B/CO	Apr.97-Apr.98
•CBC	Guild & CEP	7,460	B	Mar,Jun,Sep. 98
•Canada Post*	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC	5,000	B	Sept. 98
•Govt. of New Brunswick	N.B. Public Employees	1,315	B/Tent.	Dec. 96
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	Professional Engineers	1,500	ARB	Dec. 95
•Ontario hospitals	CUPE / SEIU	50,000	B	Sept./Oct. 95
•Toronto separate schools (prim. & sec.)	Ont. Eng. Cath. Teachers Assn.	6,500	B/WS	Aug. 98
•Toronto public schools (primary)	ETFO	10,600	Tent.	Aug. 98
•Toronto public schools (secondary)	OSSTF	7,900	PCB	Aug. 98
•Toronto public schools	CUPE	15,000	B	Aug. 98
•Toronto Police Service	Toronto Police Assn.	7,000	B	December 98
•SaskPower	IBEW	1,150	CO	Dec. 97
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•B.C. Hydro & Power	Office and Professional Employees Intl. Union / IBEW	4,550	B/MED	March/Sept. 97
•Health Employers Assn. of B.C.	various unions	47,130	B/Tent.	March 98
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,300	B	October 98

*Continued on next page*

\* Ongoing negotiations on working conditions

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Private Sector</b>				
•Air Canada	CUPE	3,820	B	Oct. 98
•Bell Canada (Que. & Ont.)	CEP	12,600	B	Nov. 98
•Eastern Canada Pulp and Paper	various unions	19,600	B/CO/WS	April 98
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	ARB	Dec. 94
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	April 98
•Experitech Network Installations (Bell) (Ont. & QC)	CEP	1,200	MED	Nov. 97
•Nav Canada	Air Traffic Control Assn.	2,300	CO	Dec 97
•Various employer construction associations in Ontario	various trade unions	6,740	B/WS	April 98
•Brewers Retail (Ont.)	UFCW	4,300	B	Dec. 98
•Greater Toronto Airport Authority	PSAC	520	WS	(1st agt.)
•TELUS Communications (Alta.)	IBEW	2,070	B	Dec. 97
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	500	B	Sept. 97
•B.C. pulp and paper cos.	CEP/PPWC	5,660	B	April 97
•Highland Valley Copper (B.C.)	Steelworkers	1,020	B	Sept. 98

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Maritime Telegraph and Telephone (N.S.)	Atlantic Comm. & Tech. Workers	1,700	Oct. 98
•Ontario Hospitals	ONA (nurses)	40,000	Mar. 98

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



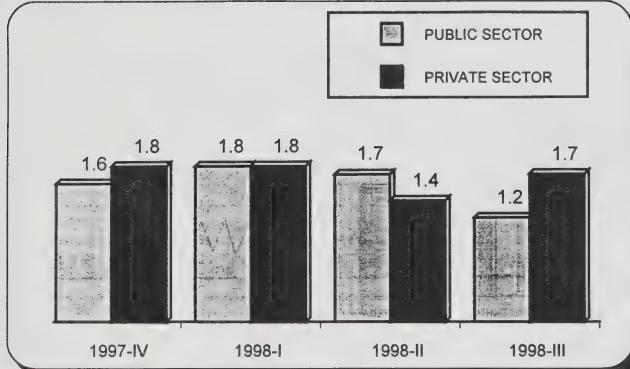
# THE WAGE SETTLEMENTS BULLETIN

November 1998  
Volume 9, Issue 11

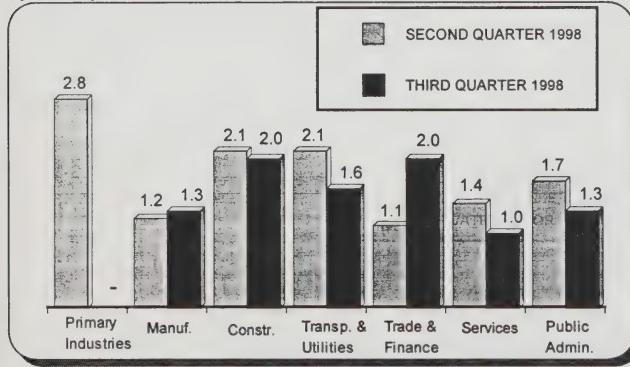
## Perspective on base rate percentage adjustments from major settlements



## Base rate percentage adjustments from major settlements, by public / private sectors



## Base rate percentage adjustments in major settlements, by industry



Le Bulletin existe également en français.

## Third Quarter 1998

Major collective bargaining settlements reached in the **third quarter of 1998** provided base rate wage adjustments averaging **1.3 per cent** annually over the contract-term, down from 1.7 per cent in the first half of 1998, and 1.6 per cent in the year 1997. (Wage adjustments from contracts reached in the first three quarters of 1998 averaged 1.5 per cent).

The results for the third quarter of 1998 are based on a review of 96 settlements covering 259,250 employees. When the parties to these settlements previously negotiated - with an average contract-duration of close to 34 months - the resulting wage adjustments averaged 0.7 per cent, roughly half the 1.3 percent gain in their current settlements.

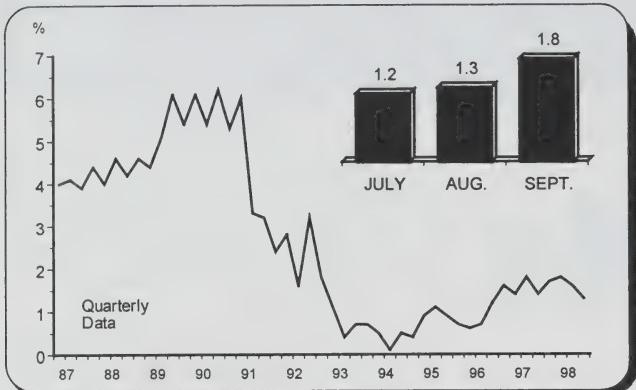
The overall level of wage adjustments has risen modestly, since reaching a trough in 1994. In the past year, this gain has been slightly above the rate of increase in the Consumer Price Index (CPI), which continued to decelerate over that period. In the third quarter of 1998, the CPI rose by 1.0 percent, compared to the 1.3 percent average annual wage adjustment from settlements reached in the quarter.

The increase in wage gains is more apparent in the **private sector**, where average wage adjustments have risen each year from an average of 0.8 per cent in 1993 to 2.1 per cent in 1997. There has been a slight moderation in private-sector adjustments in 1998; third-quarter wage adjustments in the sector averaged **1.7 per cent**, and for the three quarters of 1998 combined the average wage gain was 1.6 per cent.

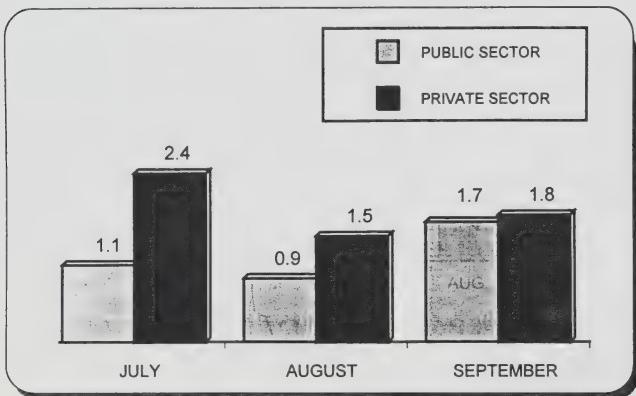
In the **public sector**, wage adjustments which have risen from 0.0 percent in 1994 to 1.2 percent in 1997, also stood at **1.2 per cent** in the third quarter of 1998. (For the first nine months of 1998, the average was 1.5 per cent).

On an industry basis, wage adjustments in the third quarter were equal to the all-industries average of 1.3 per cent in **manufacturing** (for 12,430 employees), and in **public administration** (52,670 employees); less than the all-industries average in **community, business and personal services** (1.0 % for 118,310 employees); and greater in **construction** (2.0 % for 37,170 employees), **transportation, communication and other utilities** (1.6 % for 30,470 employees), and in the **trade sector** (2.0 % for 8,200 employees).

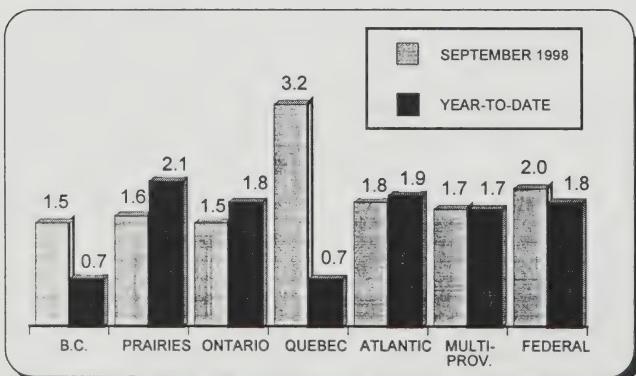
*Perspective on base rate percentage adjustments from major settlements*



*Base rate percentage adjustments from major settlements, by public / private sectors*



*Base rate percentage adjustments in major settlements, by region / jurisdiction*



**September 1998**

- Base rate wage adjustments from major collective bargaining settlements reached in September averaged **1.8 per cent**, up from 1.3 per cent in August, and 1.2 per cent in July.

- The September results are based on a coverage of 39 agreements and 50,700 employees. When the parties to these September settlements previously negotiated - with an average contract duration of 36 months - the resulting wage adjustments averaged 1.1 per cent, compared to the 1.8 per cent in their September 1998 settlements.

- Public-sector wage adjustments averaged **1.7 per cent** in September 1998, up from 0.9 per cent in August, and 1.1 per cent in July. The September data are based on 24 agreements covering 29,560 employees. Wage adjustments ranged from a wage freeze for 5,690 employees with 6 elementary and secondary school boards in Ontario, to 3.8 percent for 1,630 teachers with Edmonton School District 6. In other public-sector settlements, 3,000 postal employees (supervisors) with Canada Post received wage increases averaging 1.5 per cent and 6,500 academic staff with the Ontario Council of Regents (Community Colleges) received wage increases of 1.7 per cent.

- Wage adjustments for 21,140 private-sector employees in 15 agreements averaged **1.8 per cent**, up from 1.5 per cent in August, but down from 2.4 per cent in July. Wage adjustments in this sector ranged from a wage cut of 44.8 per cent in the first year for 800 plant employees with Maple Leaf Foods Inc. in Manitoba (averaging -7.0 per cent over an 81 month contract), to a high of 3.6 per cent for 1,460 textile plant employees with the *Guilde de vêtements de mode* in Quebec. Also in this sector, 6,200 CN Rail employees in 2 separate contracts received increases averaging 2.0 per cent.

- On a regional/jurisdictional basis, the two largest concentrations of employees covered were in Ontario (36.1% of employees in September's settlements), and in the Federal jurisdiction (27.4%). In Ontario, wage adjustments averaged 1.5 per cent, and in the Federal jurisdiction, 2.0 per cent. The lowest wage adjustments were in Manitoba, at -7.0 per cent due to the MapleLeaf settlement, but with Saskatchewan at 2.0 per cent and Alberta at 3.2 per cent, overall wage adjustments in the Prairie provinces averaged a positive 1.6 per cent (12.3% of all employees). The largest wage increases were in Quebec, at 3.2 per cent (5.5% of all employees). In Atlantic Canada wage increases averaged 1.8 per cent (5.2% of all employees) and in B.C. wage gains averaged 1.5 per cent (6.5% of all employees). One multi-province agreement provided wage gains averaging 1.7 per cent (7.0% of all employees).

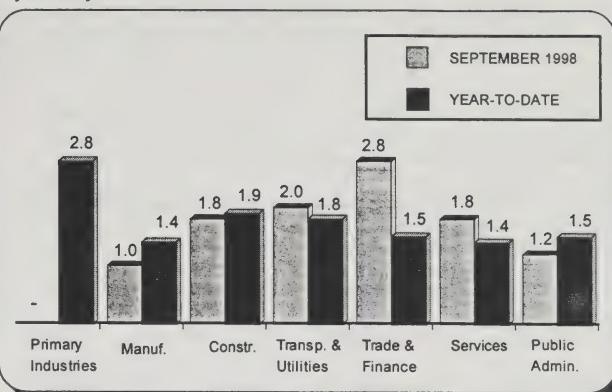
•On an industry basis, the largest concentration of employees in September's settlements was in the **community, business and personal services sector**, (20 agreements covering 23,470 employees with an increase of 1.8%); the majority of these were education sub-sector contracts (18 agreements covering 22,300 academic staff, teachers, librarians and school support employees in various jurisdictions). The second largest concentration of employees was in the **transportation, communication and utilities sector** with 14,870 employees in 7 agreements, receiving wage increases averaging **2.0 per cent**. The two sectors above account for 75% of all employees covered in September's settlements. The largest sectoral increase, at **2.8 per cent**, was recorded in the **trade and finance sectors**, in a single agreement covering 800 employees (les Caisses populaires du Saguenay-Lac St-Jean). Wage adjustments averaged **1.0 per cent** in the **manufacturing sector** (6 agreements covering 4,610 employees), the lowest sectoral average in September's settlements due in large part to the Maple Leaf Foods settlement. Excluding Maple Leaf, the remaining manufacturing contracts would average wage increases of 2.7 percent. Three settlements provided 2,910 employees with wage adjustments averaging **1.2 per cent** in **public administration**. In the **construction sector**, 2 agreements provided 4,040 employees with wage adjustments averaging **1.8 per cent**. There were no settlements in **primary industries**.

•Wage rates were cut or frozen in 7 agreements covering 5,670 employees (11.2% of all employees in the month's settlements). Two agreements involving 1,600 employees (3.2% of all employees), provided for increases below 1.0 per cent. Nine agreements covering 18,830 employees (37.1% of all employees), provided increases of 1.0 percent to 1.9 per cent. Fifteen settlements covering 17,960 employees (35.4% of employees), provided increases of 2.0 percent to 2.9 percent. Five agreements involving 5,140 employees (10.1% of employees) resulted in increases of 3.0 to 3.9 per cent and one agreement covering 1,500 employees received an average annual wage increase of 5.6 per cent.

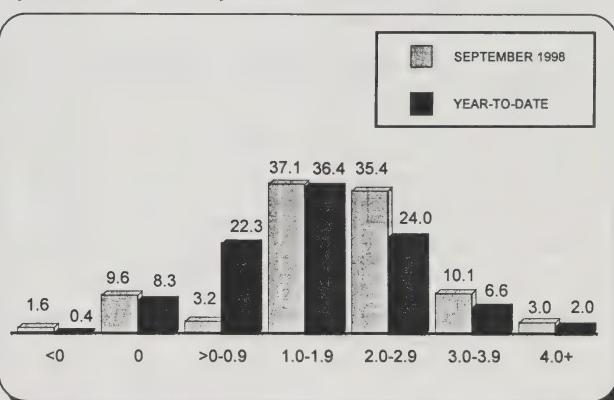
•The distribution of settlements and employees by region/jurisdiction for the month of September is shown in the accompanying chart and in the table below:

	<u>Agt.</u>	<u>Empls.</u>
Atlantic provinces	2	2,640
Quebec	3	2,810
Ontario	15	18,300
Prairie provinces	7	6,240
British Columbia	5	3,300
Multi-province	1	3,540
Federal	6	13,870

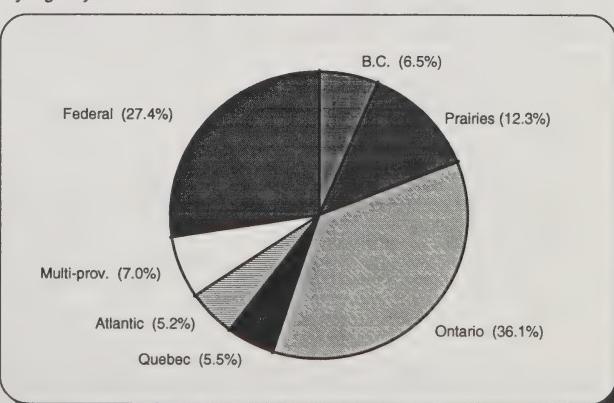
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



## MAJOR SETTLEMENTS REACHED IN SEPTEMBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (6 agreements)</b>	<b>4,610</b>	<b>1.0</b>	<b>-6.0</b>	<b>61.7</b>	.
Cartons St-Laurent inc., mill employees, La Tuque (Que.)	550	3.0	3.0	36.0	2001-08-31
Quebec Fashion Apparel Manufacturers' Guild, production, province-wide (Que.)	1,460	3.6	4.6	48.0	2002-05-31
Maple Leaf Foods Inc., plant & maintenance empl., Winnipeg (Man.)	800	-7.0	-45.0	81.0	2005-12-31
Canadian Forest Products Ltd., mill employees, Prince George (B.C.)	550	2.0	0.0	72.0	2003-04-30
Howe Sound Pulp and Paper Limited, mill employees, Port Mellon (B.C.)	500	2.0	0.0	72.0	2003-04-30
Pacifica Papers Inc., Powell River, mill employees, Powell River (B.C.)	750	2.0	0.0	72.0	2003-04-30
<b>Construction (2 agreements)</b>	<b>4,040</b>	<b>1.8</b>	<b>1.4</b>	<b>36.0</b>	.
Metropolitan Toronto Demolition Contractors Inc., labourers, province-wide (Ont.)	500	2.5	1.6	36.0	2001-04-30
Boilermaker Contractors' Association, boilermakers, Canada-Wide (excl. Que., B.C. & Y.T.)	3,540	1.7	1.3	36.0	2001-06-30
<b>Transportation, Communication and Utilities (7 agreements)</b>	<b>14,870</b>	<b>2.0</b>	<b>2.2</b>	<b>36.1</b>	.
Nova Scotia Power Incorporated, utility workers, province-wide (N.S.)	1,000	2.2	3.0	36.0	2001-03-31
Government of Canada, ship's officers, Canada-Wide	850	2.3	2.5	24.0	2000-03-31
Québec-Téléphone, general tradesmen operators, technicians, province-wide (Que.)	990	3.0	4.8	48.0	2000-12-31
CN Rail, shopcraft employees, System-Wide	3,000	2.0	2.0	36.0	2000-12-31
CN Rail, office and clerical employees, System-Wide	3,200	2.0	2.0	36.0	2000-12-31
CP Rail Limited, shopcraft employees, System-Wide	2,830	2.0	2.0	36.0	2000-12-31
Canada Post Corporation, postal supervisors, Canada-Wide	3,000	1.5*	1.5	36.0	2001-03-31
<b>Trade &amp; Finance (1 agreement)</b>	<b>800</b>	<b>2.8</b>	<b>3.0</b>	<b>60.0</b>	.
Les Caisses populaires du Saguenay-Lac St-Jean, office and clerical employees, (Que.)	800	2.8*	3.0	60.0	2003-08-31
<b>Community, Business &amp; Personal Services (20 agreements)</b>	<b>23,470</b>	<b>1.8</b>	<b>3.1</b>	<b>29.8</b>	.
Government of New Brunswick, support employees, province-wide (N.B.)	1,640	1.6	1.5	54.0	2002-02-28
Bluewater District School Board, secondary teachers, Chesley (Ont.)	590	1.0	0.0	24.0	2000-08-31
Board of Governors of the University of Windsor, academic staff, Windsor (Ont.)	640	1.3	2.5	36.0	2001-06-30
District School Board of Niagara, elementary teachers, St. Catharines (Ont.)	1,500	5.6	11.5	24.0	2000-08-31
Lambton Kent District School Board, office and clerical employees, Sarnia (Ont.)	840	0.0	0.0	24.0	2000-08-31
Ont. Council of Regents for Colleges of Applied Arts & Technology, academic staff & librarians, province-wide (Ont.)	6,500	1.7	5.1	35.0	2001-08-31
Simcoe County District School Board, secondary teachers, Midhurst (Ont.)	1,000	0.0	0.0	24.0	2000-08-31
University of Ottawa, academic staff & librarians, Ottawa (Ont.)	850	1.5	1.6	24.0	2000-04-30
Upper Grand District School Board, secondary teachers, Guelph (Ont.)	680	0.0	0.0	24.0	2000-08-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN SEPTEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Waterloo Catholic District School Board, elementary teachers, Waterloo & area (Ont.)	770	0.7	0.0	24.0	2000-08-31
Waterloo Region District School Board, plant & maintenance empl., Waterloo & area (Ont.)	500	0.0*	0.0	12.0	1999-08-31
Waterloo Region District School Board, secondary teachers, Waterloo & area (Ont.)	1,300	0.0	0.0	24.0	2000-08-31
Waterloo Region District School Board, support employees, Waterloo & area (Ont.)	550	0.0	0.0	12.0	1999-08-31
Saskatchewan Institute of Applied Science and Technology, Instructors/Tutors/Lecturers, province-wide (Sask.)	1,000	2.0	2.0	36.0	2000-06-30
Saskatchewan Institute of Applied Science and Technology, administrative services empls., province-wide (Sask.)	500	2.0	2.0	36.0	2000-06-30
Board of Trustees Edmonton School District No. 7, custodial, Edmonton (Alta.)	600	2.5	3.0	24.0	2000-08-31
Board of Trustees Edmonton School District No. 7, office and clerical employees, Edmonton (Alta.)	1,200	2.5	3.0	24.0	2000-08-31
Board of Trustees of the Roman Catholic Separate School Dist. No.7, teachers, Edmonton (Alta.)	1,630	3.8	3.7	24.0	1999-08-31
Red Deer Public School District No. 104, teachers, Red Deer (Alta.)	510	3.5	3.5	12.0	1999-08-31
KFCC/Pepsico Holdings Ltd., food service employees, province-wide (B.C.)	670	1.4	-0.0	36.0	2001-06-30
<b>Public Administration (3 agreements)</b>	<b>2,910</b>	<b>1.2</b>	<b>1.2</b>	<b>38.1</b>	.
City of Ottawa, inside & outside employees, Ottawa (Ont.)	1,400	1.2	1.5	36.0	1999-03-31
Hamilton-Wentworth Police Services Board, police officers, Hamilton (Ont.)	680	2.1	2.0	45.0	1999-12-31
City of Richmond, inside employees, Richmond (B.C.)	830	0.7	0.0	36.0	1999-12-31
<b>Agreements with COLA (3 agreements)</b>	<b>4,300</b>	<b>1.6</b>	<b>1.6</b>	<b>37.7</b>	
<b>Agreements without COLA (36 agreements)</b>	<b>46,400</b>	<b>1.8</b>	<b>1.7</b>	<b>35.8</b>	
<b>All agreements (39 agreements)</b>	<b>50,700</b>	<b>1.8</b>	<b>1.7</b>	<b>36.0</b>	

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**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1995	1996	1997	1997			1998			1998			Year to Date*
				3	4	1	2	3	Jul	Aug	Sept		
<b>All Industries/Jurisdictions</b>													
Average Annual Adjustment	0.9	0.9	1.6	1.4	1.7	1.8	1.6	1.3	1.2	1.3	1.8	1.5	
Non-COLA	0.8	0.6	1.6	1.3	1.7	1.7	1.5	1.3	1.2	1.2	1.8	1.5	
COLA	1.3	2.7	1.8	1.7	1.7	3.0	2.5	2.3	3.1	2.6	1.6	2.5	
First Year Increase	0.4	0.7	1.3	1.1	1.5	1.2	1.3	0.8	0.7	0.6	1.7	1.1	
Non-COLA	0.4	0.4	1.3	1.0	1.4	1.1	1.3	0.8	0.6	0.6	1.7	1.1	
COLA	0.8	2.5	1.7	1.4	1.6	2.8	2.1	2.1	3.8	0.0	1.6	2.2	
<b>Industries</b>													
Primary Industries	2.5	1.7	1.9	1.8	1.2	-	2.8	-	-	-	-	-	2.8
Manufacturing	2.2	2.9	2.3	1.9	1.6	2.1	1.2	1.3	1.5	1.3	1.0	1.4	
Construction	1.0	0.1	2.5	1.1	2.3	1.6	2.1	2.0	4.0	1.7	1.8	1.9	
Transp. & Communication	1.1	0.8	1.6	1.5	1.6	1.3	2.1	1.6	-	1.3	2.0	1.8	
Trade-Finance	0.9	0.6	1.7	1.6	1.4	1.6	1.1	2.0	1.9	-	2.8	1.5	
Services	0.5	0.6	1.0	0.7	1.7	2.0	1.4	1.0	0.8	1.9	1.8	1.4	
Public Administration	0.7	0.4	1.5	1.5	1.8	1.4	1.7	1.3	2.4	0.8	1.2	1.5	
<b>Jurisdictions</b>													
Newfoundland	0.7	2.0	1.7	3.6	1.1	1.5	1.1	-	-	-	-	-	1.3
Prince Edward Island	1.7	1.7	-	-	-	-	2.1	-	-	-	-	-	2.1
Nova Scotia	1.2	1.7	2.0	-	2.0	2.8	1.9	1.9	1.9	1.5	2.2	2.5	
New Brunswick	0.9	1.7	1.0	-	1.0	1.4	1.3	2.1	2.2	2.6	1.6	1.5	
Quebec	0.8	1.7	2.2	0.7	1.6	1.0	0.4	2.4	1.8	1.4	3.2	0.7	
Ontario	0.9	1.0	1.1	1.1	1.1	1.6	1.8	2.0	2.9	1.6	1.5	1.8	
Manitoba	0.4	0.2	1.1	1.5	1.4	2.5	1.3	0.3	2.2	2.9	-7.0	1.5	
Saskatchewan	1.9	1.1	0.9	-	1.0	1.6	2.0	1.4	-	1.2	2.0	1.8	
Alberta	-0.3	1.0	2.4	2.4	2.8	1.8	2.7	2.5	1.7	3.0	3.2	2.4	
British Columbia	1.2	0.6	1.3	1.6	0.9	1.0	0.8	0.7	0.7	0.7	1.5	0.7	
Multi-Province	1.1	2.3	2.8	0.0	3.2	-	-	1.7	-	1.7	1.7	1.7	
Federal Jurisdiction	1.0	0.5	1.8	1.7	1.9	1.7	2.0	1.7	2.2	1.4	2.0	1.8	
<b>Public Sector</b>	0.6	0.5	1.2	1.1	1.6	1.8	1.7	1.2	1.1	0.9	1.7	1.5	
<b>Private Sector</b>	1.4	1.8	2.1	1.5	1.8	1.8	1.4	1.7	2.4	1.5	1.8	1.6	
<b>Consumer Price Index</b>	2.2	1.6	1.6	1.7	1.0	1.0	1.0	0.9	1.0	0.8	0.7	1.0	

\*January to September

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Govt. of Canada	PIPS	1,620	October 98
•Greater Toronto Airport Authority	PSAC	520	November 98
•Toronto public schools (primary)	ETFO	10,000	October 98
•Toronto public schools (secondary)	OSSTF	7,000	October 98
•City of Edmonton	Civic Employees Union	1,580	October 98
•Health Employers Assn. of B.C.	CUPE	7,580	October 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	139,510	B/CO/Tent.	Apr.97-Apr.98
•CBC	Guild & CEP	7,460	B	Mar,Jun,Sep. 98
•Canada Post*	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC, CPAA	11,700	B	June/Sept. 98
•Govt. of New Brunswick	N.B. Public Employees	1,315	B/Tent.	Dec. 96
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	Professional Engineers	1,500	ARB	Dec. 95
•Ontario hospitals	CUPE / SEIU	50,000	B	Sept./Oct. 95
•Toronto separate schools (prim. & sec.)	Ont. Eng. Cath. Teachers Assn.	6,500	MED/ARB	Aug. 98
•Toronto public schools	CUPE	15,000	B	Aug. 98
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•SaskPower	IBEW	1,150	CO	Dec. 97
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•B.C. Hydro & Power	Office and Professional Employees	4,550	B/MED	March/Sept. 97
	Intl. Union / IBEW			
•Health Employers Assn. of B.C.	various unions	32,930	B	March 98
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,300	B	October 98

Continued on next page

\* Ongoing negotiations on working conditions

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	MWS mediation after work stoppage	Tent. tentative agreement
B/W/S bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

## CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status	Expiry month
<b>Private Sector</b>				
•Air Canada	CUPE	3,820	B	Oct.98
•Bell Canada (Que. & Ont.)	CEP	12,600	B	Nov. 98
•CP Rail	CCROU	3,220	B	Dec. 98
•Eastern Canada Pulp and Paper	various unions	19,600	B/CO/WS	April 98
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	ARB	Dec. 94
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	Apr/Dec.98
•Experitech Network Installations (Bell) (Ont. & QC)	CEP	1,200	Tent.	Nov. 97
•Nav Canada	Air Traffic Control Assn.	2,300	CO	Dec 97
•Various employer construction associations in Ontario	various trade unions	2,250	B	Apr/Dec.98
•Brewers Retail (Ont.)	UFCW	4,300	B	Dec.98
•TELUS Communications (Alta.)	IBEW	2,070	B	Dec. 97
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	500	B	Sept. 97
•B.C. pulp and paper cos.	CEP/PPWC	4,500	B	April 97
•Highland Valley Copper (B.C.)	Steelworkers	1,020	B	Sept. 98

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Maritime Telegraph and Telephone (N.S.)	Atlantic Comm. & Tech. Workers	1,700	Oct. 98
•Ontario Hospitals	ONA (nurses)	37,000	Mar. 98
•City of Toronto	CUPE	23,000	various
•Govt. of Ontario	OPSEU	50,200	Dec. 98

## EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

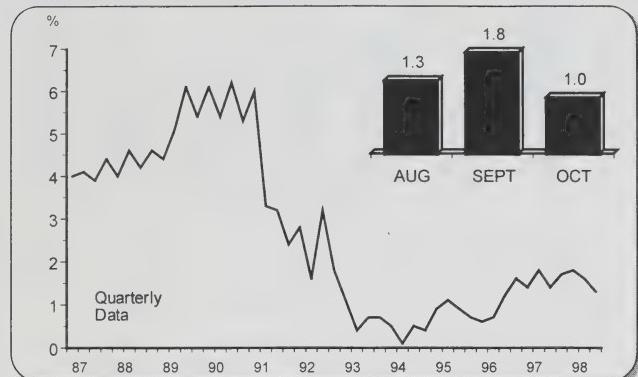
**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



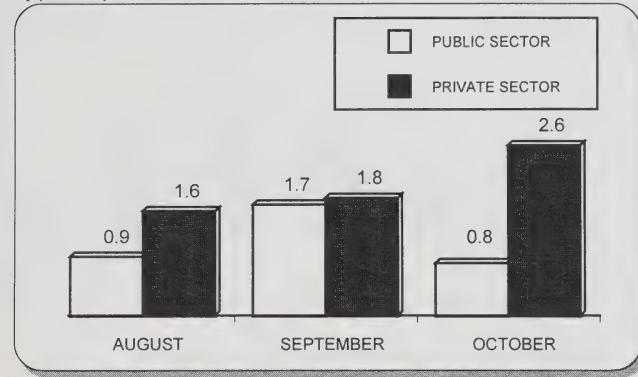
## THE WAGE SETTLEMENTS BULLETIN

December 1998  
Volume 9, Issue 12

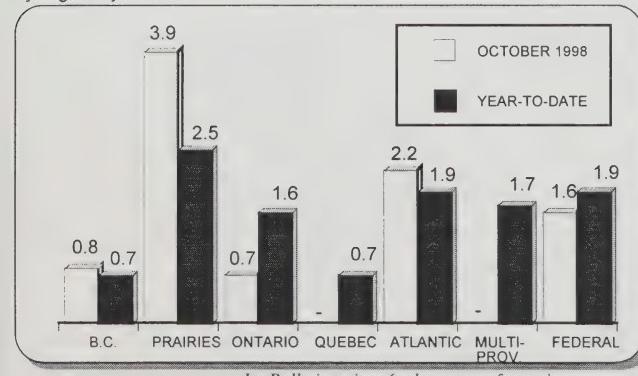
### Perspective on base rate percentage adjustments from major settlements



### Base rate percentage adjustments from major settlements, by public / private sectors



### Base rate percentage adjustments in major settlements, by region / jurisdiction



Le Bulletin existe également en français.

### October 1998

Major collective bargaining settlements reached in **October 1998** provided base rate wage adjustments averaging **1.0 per cent** annually over the contract term, down from 1.8 per cent in September and 1.7 per cent in the year 1997. (Wage adjustments from contracts reached in the first 10 months of 1998 averaged 1.6 per cent).

The results for October 1998 are based on a review of 31 settlements covering 59,670 employees. When the parties to these settlements previously negotiated - with an average contract duration of close to 35 months - the resulting wage adjustments averaged 0.5 per cent, half the 1.0 per cent gain in their current settlements.

Wage adjustments in October's settlements ranged from a wage freeze in 3 Ontario school board agreements covering 3,610 employees, to a high of 6.2 per cent for 1,500 insulators with the Alberta Construction Relations Association.

Wage gains in October were much higher in the private sector (2.6 per cent) than in the public sector (0.8 per cent). The **public sector** figure was moderated in large part by 16 Ontario education agreements providing 34,350 employees with wage adjustments averaging 0.6 per cent. The overall public sector data cover 50,230 employees in 23 agreements. There were fewer **private sector** settlements in October, with only 8 agreements covering 9,440 employees. The vast majority of these were Construction settlements with wage increases ranging from 0.3 to 6.2 per cent. Approximately 82% of private sector employees covered in October's settlements were in the Construction sector.

On a regional/jurisdictional basis, wage adjustments in October were below the national average of 1.0 per cent in Ontario (0.7 per cent average increase for 39,990 employees in 20 settlements), and in British Columbia (0.8 per cent for 9,170 employees in 3 agreements); the average wage adjustment was higher than the national average in all remaining jurisdictions (with only 10,510 employees in 8 agreements). In the Atlantic provinces wage gains averaged 2.2 per cent, the Prairie provinces 3.9 per cent and the Federal jurisdiction, 1.6 per cent. There were no major settlements reported in Quebec.



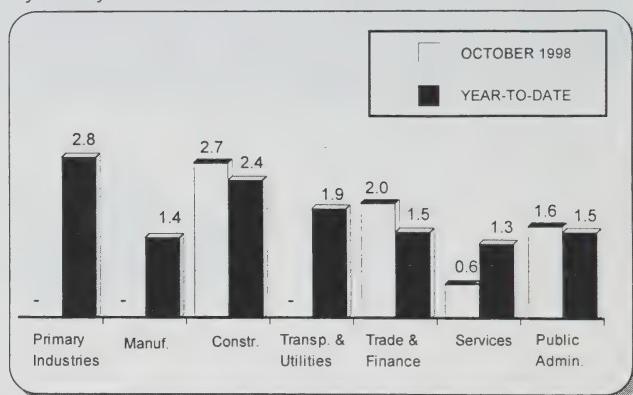
On an industry basis, the largest concentration of employees in October's settlements was in the **community, business and personal services sector**, (19 agreements covering 43,430 employees with an increase of 0.6%). The services sector accounted for 73% of the total number of employees covered by October's settlements. The majority of these were in the Ontario education sector (16 agreements covering 34,350 teachers and support staff in that province). All other sectors were above the October all-industries average of 1.0 per cent. The largest average wage adjustment was in the **construction** sector at 2.7 per cent (6 agreements covering 7,740 employees). Wage adjustments averaged 1.6 per cent in **public administration** (5 agreements covering 7,500 employees), and in the **trade sector**, 1,000 employees in a single agreement received a wage increase of 2.0 per cent. There were no settlements in **primary industries, manufacturing or transportation, communication and other utilities**.

- Wage rates were frozen in 3 agreements covering 3,610 employees (6.0% of all employees in the month's settlements); 9 agreements involving 31,880 employees (53.4% of all employees), provided for increases below 1.0 per cent; 11 agreements covering 16,610 employees (27.8% of all employees), provided increases of 1.0 per cent to 1.9 per cent; 6 settlements covering 5,470 employees (9.2% of employees), provided increases of 2.0 per cent to 2.9 per cent. Two agreements involving 2,100 employees (3.5% of employees) resulted in increases of 3.0 per cent and 6.3% respectively.

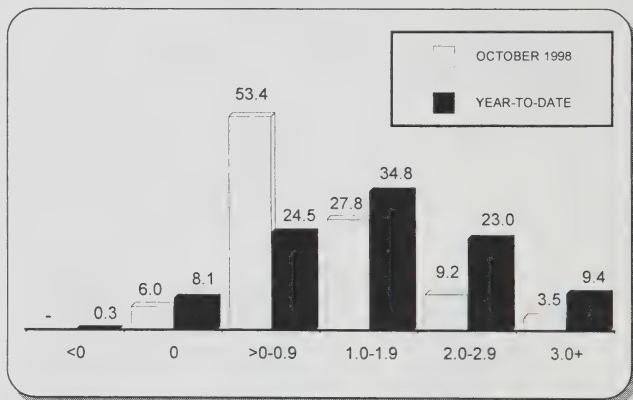
The distribution of settlements and employees by region/jurisdiction for the month of October is shown in the accompanying chart and in the table below:

	<u>Agts.</u>	<u>Empls.</u>
Atlantic provinces	3	2,800
Ontario	20	39,990
Prairie provinces	2	3,080
British Columbia	3	9,170
Federal	3	4,630

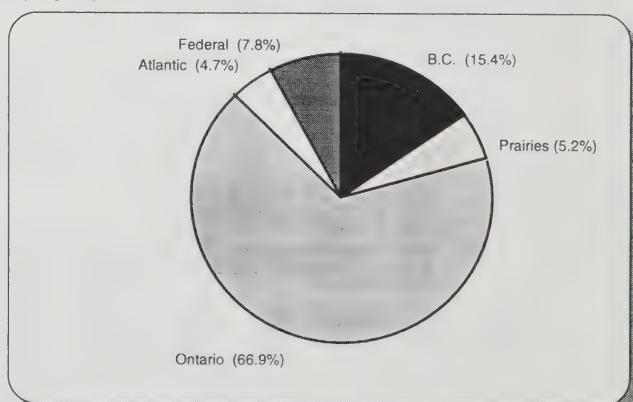
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN OCTOBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Construction (6 agreements)</b>	<b>7,740</b>	<b>2.7</b>	<b>2.9</b>	<b>34.6</b>	.
Saint John Construction Association Inc., labourers, Saint John County (N.B.)	600	3.0*	3.0	48	2003-06-30
Masonry Industry Employers Council of Ontario, bricklayers, province-wide (Ont.)	3,500	1.9	2.6	36	2001-04-30
Metropolitan Plumbing and Heating Contractors Association, plumbers and pipefitters, Metropolitan Toronto (Ont.)	700	2.5	1.6	36	2001-04-30
National Elevator and Escalator Association, elevator constructors, province-wide (Ont.)	900	1.6	0.4	36	2001-04-30
Toronto-Residential Air Handling Group, sheet metal workers, Toronto (Ont.)	540	0.3	0.8	36	2001-04-30
Alberta Construction Labour Relations Association, insulation workers, province-wide (Alta.)	1,500	6.2	6.3	24	2001-04-30
<b>Trade &amp; Finance (1 agreement)</b>	<b>1,000</b>	<b>2.0</b>	<b>2.0</b>	<b>36</b>	.
Okanagan Federated Shippers Labour Relations Association, plant & maintenance empl., Kelowna (B.C.)	1,000	2.0	2.0	36	2001-08-31
<b>Community, Business &amp; Personal Services (19 agreements)</b>	<b>43,430</b>	<b>0.6</b>	<b>0.4</b>	<b>26.7</b>	.
Health and Community Services Agency & Regional Health Authorities, non-medical employees, province-wide (P.E.I.)	800	2.1	2.0	36	2001-03-31
Avon Maitland District School Board, secondary teachers, Stratford (Ont.)	500	1.3	2.7	24	2000-08-31
Dufferin Peel Catholic District School Board, elementary teachers, Mississauga (Ont.)	2,600	1.0	1.0	24	2000-08-31
Durham Catholic District School Board, elementary teachers, Oshawa (Ont.)	940	1.7	2.0	24	2000-08-31
Durham District School Board, elementary teachers, Whitby (Ont.)	2,500	0.7	1.5	24	2000-08-31
Halton Catholic District School Board, elementary teachers, Burlington (Ont.)	800	1.0	1.0	24	2000-08-31
Halton District School Board, elementary teachers, Burlington (Ont.)	1,650	0.5	0.5	24	2000-08-31
Halton District School Board, secondary teachers, Burlington (Ont.)	1,150	0.0	0.0	24	2000-08-31
Hamilton-Wentworth Catholic District School Board, elementary teachers, Hamilton (Ont.)	1,000	1.0	1.0	24	2000-08-31
Lakehead District School Board, elementary teachers, Thunder Bay (Ont.)	500	0.0	0.0	24	2000-08-31
Lambton Kent District School Board, secondary teachers, Sarnia (Ont.)	680	2.3	0.0	26	2000-10-31
Simcoe County District School Board, elementary teachers, Midhurst (Ont.)	1,400	0.6	0.7	24	2000-08-31
Simcoe County District School Board, office and clerical employees, Midhurst (Ont.)	620	0.5	1.0	24	1999-12-31
Simcoe Muskoka Catholic District School Board, elementary and secondary teachers, Barrie (Ont.)	1,050	1.0	1.0	24	2000-08-31
Toronto District School Board, elementary teachers, Toronto (Ont.)	10,000	0.4	0.0	24	2000-08-31
Toronto District School Board, secondary teachers, Toronto (Ont.)	7,000	0.4	0.0	24	2000-08-31
Waterloo Region District School Board, elementary teachers, Kitchener (Ont.)	1,960	0.0	0.0	24	2000-08-31
Health Employers Association of British Columbia, non-medical employees, province-wide (B.C.)	7,580	0.7	0.0	36	2001-03-31
Brink's Canada Limited, armoured car services, province-wide (Ont.)	700	2.1	2.1	49	2002-08-27
<b>Public Administration (5 agreements)</b>	<b>7,500</b>	<b>1.6</b>	<b>1.3</b>	<b>31</b>	.
Government of Nova Scotia, service & maintenance empl., province-wide (N.S.)	1,400	1.9	1.9	24	1999-10-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**Note:** Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

## MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
City of Edmonton, outside employees, Edmonton (Alta.)	1,580	1.7	2.0	35	1999-12-18
British Columbia Assessment Authority, office and clerical employees, province-wide (B.C.)	590	0.7	0.0	36	2000-12-31
Government of Canada, health care professionals, Canada-Wide	1,590	2.2	2.5	24	1999-09-30
Government of the Yukon Territory, all categories, Whitehorse (Y.T.)	2,340	1.0	0.0	36	1999-12-31
Agreements with COLA (1 agreement)	600	3.0	3.0	48.0	
Agreements without COLA (30 agreements)	59,070	1.0	0.9	28.3	
All agreements (31 agreements)	59,670	1.0	0.9	28.5	

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1995	1996	1997	1997	1998			Year to date*	Feb	May	Aug	1998		
	4			4	1	2	3	date*	Apr	Jul	Oct	Aug	Sep	Oct
<b>All Industries/Jurisdictions</b>														
Average Annual Adjustment	0.9	0.9	1.6	1.7	2.0	1.7	1.4	1.6	1.9	1.4	1.4	1.3	1.8	1.0
Non-COLA	0.8	0.6	1.6	1.7	1.9	1.6	1.3	1.5	1.9	1.4	1.3	1.3	1.8	1.0
COLA	1.3	2.7	1.8	1.7	3.0	2.4	2.3	2.5	2.9	2.5	1.9	2.6	1.6	3.0
First Year Adjustment	0.4	0.7	1.3	1.5	1.4	1.4	0.9	1.2	1.4	1.1	1.0	0.7	1.7	0.9
Non-COLA	0.4	0.4	1.3	1.4	1.3	1.4	0.9	1.1	1.3	1.0	1.0	0.7	1.8	0.9
COLA	0.8	2.5	1.7	1.6	2.8	2.1	2.1	2.2	2.5	2.5	1.3	0.0	1.6	3.0
<b>Industries</b>														
Primary Industries	2.5	1.7	1.9	1.2	-	2.8	-	2.8	2.8	-	-	-	-	-
Manufacturing	2.2	2.9	2.3	1.6	2.1	1.2	1.3	1.4	2.1	1.1	1.1	1.3	1.0	-
Construction	1.0	0.1	2.5	2.3	2.9	2.7	2.0	2.4	2.9	2.9	1.9	1.7	1.8	2.7
Transp. & Communication	1.1	0.8	1.6	1.6	1.3	2.1	1.7	1.9	1.8	2.2	1.7	1.4	2.0	-
Trade-Finance	0.9	0.6	1.7	1.4	1.6	1.1	2.0	1.5	1.6	1.4	2.4	-	2.8	2.0
Services	0.5	0.6	1.0	1.7	2.0	1.4	1.0	1.3	2.1	1.0	1.1	1.9	1.7	0.6
Public Administration	0.7	0.4	1.4	1.8	1.4	1.7	1.4	1.5	1.4	2.1	1.1	0.8	1.9	1.6
<b>Jurisdictions</b>														
Newfoundland	0.7	2.0	1.7	1.1	1.5	1.1	-	1.3	1.5	1.1	-	-	-	-
Prince Edward Island	1.7	1.7	-	-	-	2.1	-	2.1	-	2.1	2.1	-	-	2.1
Nova Scotia	1.2	1.7	2.0	2.0	2.8	1.9	1.9	2.5	2.3	2.0	1.9	1.5	2.2	1.9
New Brunswick	0.9	1.7	1.0	1.0	1.4	1.3	2.1	1.5	1.3	1.4	2.2	2.6	1.6	3.0
Quebec	0.8	1.7	2.2	1.6	1.0	0.4	2.4	0.7	0.9	0.4	2.9	1.4	3.2	-
Ontario	0.9	1.0	1.1	1.1	1.6	1.8	1.9	1.6	2.1	1.9	1.2	1.6	1.4	0.7
Manitoba	0.4	0.2	1.1	1.4	2.5	1.3	0.3	1.5	2.4	1.7	-1.2	2.9	-7.0	-
Saskatchewan	1.9	1.1	0.9	1.0	1.6	2.0	1.4	1.8	1.7	2.0	1.4	1.2	2.0	-
Alberta	-0.3	1.0	2.4	2.8	2.8	3.1	2.5	3.0	2.9	3.1	3.4	3.0	3.2	3.9
British Columbia	1.2	0.6	1.3	0.9	1.0	0.8	0.7	0.7	1.4	0.7	0.8	0.7	1.5	0.8
Multi-Province	1.1	2.3	2.8	3.2	-	-	1.7	1.7	-	-	1.7	1.7	1.7	-
Federal Jurisdiction	1.0	0.5	1.8	1.9	1.7	2.0	1.8	1.9	1.9	2.0	1.8	1.5	2.1	1.6
<b>Public Sector</b>	0.6	0.5	1.2	1.6	1.8	1.7	1.2	1.4	1.8	1.3	1.1	0.9	1.7	0.8
<b>Private Sector</b>	1.4	1.8	2.1	1.8	2.4	1.6	1.8	1.8	2.3	1.6	1.8	1.6	1.8	2.6
<b>Consumer Price Index</b>	2.2	1.6	1.6	1.0	1.0	1.0	0.9	0.9	0.9	1.0	0.8	0.8	0.7	1.0

\*January to October

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Experitech Network Installations (Bell) (Ont. & QC)	CEP	1,300	November 98
•Abitibi-Consolidated (Ont.,Que.,Nfld.)	CEP	4,000	November 98
•SaskPower	IBEW	1,150	November 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	139,510	B/CO/Tent.	Apr.97-Apr.98
•CBC	CEP	7,460	B/CO	Mar.,Jun.,Sep. 98
•Canada Post*	CUPW	47,900	MED/ARB	July 97
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•Hydro Quebec	Professional Engineers	1,500	ARB	Dec. 95
•Govt. of Ontario	OPSEU	50,200	Dec. 98	
•Ontario Hydro	Soc. of Prof. & Admin. Employees	5,570	MED./ARB./ Tent.	December 98
•Ontario hospitals	CUPE / SEIU	50,000	B	Sept./Oct. 95
•Toronto separate schools (prim. & sec.)	Ont. Eng. Cath. Teachers Assn.	6,500	MED/ARB	Aug. 98
•Toronto public schools	CUPE	15,000	B	Aug. 98
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•B.C. Hydro & Power	Office and Professional Employees Intl. Union / IBEW	4,550	B/MED	March/Sept. 97
•Alta. Constr. Labour Rel. Assn.	various unions	8,500	B/Tent.	April 99
•Health Employers Assn. of B.C.	various unions	32,930	B	March 98
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,300	B	October 98

*Continued on next page*

\* Ongoing negotiations on working conditions

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/W/S	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Private Sector</b>				
•Air Canada	CUPE	3,820	B	Oct. 98
•Bell Canada (Que. & Ont.)	CEP	12,600	B	Nov. 98
•CP Rail	CCROU	3,220	B	Dec. 98
•Eastern Canada pulp and paper cos.	various unions	15,600	B	various 98
•Maritime Telegraph and Telephone (N.S.)	Atlantic Comm. & Tech. Workers	1,700	B	Oct. 98
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	ARB	Dec. 94
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	Apr/Dec.98
•Nav Canada	various unions	4,440	B/CO	Dec 97
•Brewers Retail (Ont.)	UFCW	4 300	B	Dec.98
•TELUS Communications (Alta.)	IBEW	2,070	B	Dec. 97
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	B	Sept. 97
•B.C. pulp and paper cos.	CEP/PPWC	3,500	B	April 97
•Highland Valley Copper (B.C.)	Steelworkers	1,020	B	Sept. 98

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Cape Breton Development Corp. (N.S.)	Mineworkers (UMWA)	1 200	Dec. 98
•Ontario Hospitals	ONA (nurses)	37,000	Mar. 98
•City of Toronto	CUPE	23,000	various

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



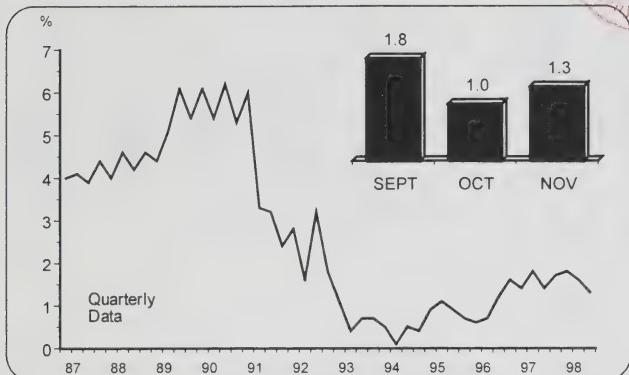


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## THE WAGE SETTLEMENTS BULLETIN

January 1999  
Volume 10, Issue 1

Perspective on base rate percentage adjustments from major settlements

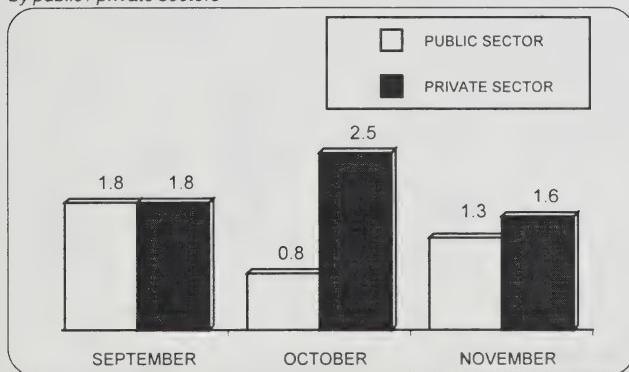


### November 1998

Of the 39 major collective bargaining settlements reached in November 1998 provided base rate wage adjustments averaging 1.3 per cent annually over the contract-term, up from 1.0 per cent in October but down from 1.6 per cent in the year 1997. (Wage adjustments from contracts reached in January to November 1998 averaged 1.5 per cent).

The results for the month of November 1998 are based on a review of 39 settlements covering 50,840 employees. When the parties to these settlements previously negotiated - with an average contract duration of close to 31 months - the resulting wage adjustments averaged 1.4 per cent, fractionally higher than in their current settlements.

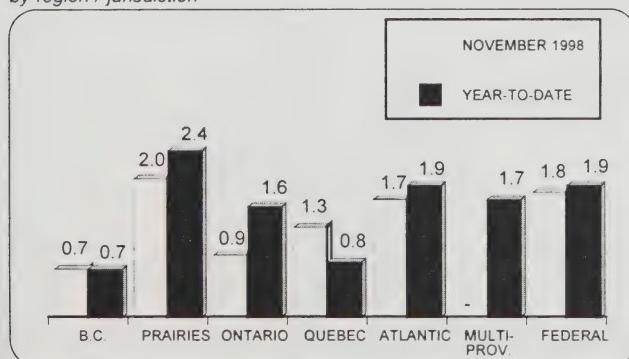
Base rate percentage adjustments from major settlements,  
by public / private sectors



Wage adjustments in November's settlements ranged from a wage freeze at the University of Sherbrooke and 7 Ontario school boards covering a total of 16,130 employees, to a high of 4.8 per cent for 520 teachers with the Windsor-Essex CDSB (School Board).

Wage gains in November were higher in the private sector (1.6 per cent) than in the public sector (1.3 per cent). The reverse was true only once this year, in June. In the first 11 months of 1998 (Jan.-Nov.), private sector wage adjustments averaged 1.8 per cent compared to 1.4 in the public sector. In November, 17 of the 25 public sector agreements (covering 28,260 of 37,710 employees) were education settlements. In fact, the relatively large number of education settlements accounted for 56% of the total of employees settled in this month's settlements. These 17 education settlements averaged wage adjustments of 0.9 per cent. There were fewer private sector settlements in November, with 14 agreements covering 13,130 employees. Nine of the 14 settlements were in the manufacturing sector (42% of private sector employees covered).

Base rate percentage adjustments in major settlements,  
by region / jurisdiction



On a regional/jurisdictional basis, almost half of employees covered in November's settlements were in Ontario; wage adjustments in this jurisdiction averaged 0.9 per cent (below the national average of 1.3 per cent). Wage adjustments were also below the national average in British Columbia, with a single construction agreement averaging 0.7 per cent. The average wage adjustment was higher than the national average in the Atlantic provinces with wage gains averaging 1.7 per cent, the Prairie provinces at 2.0 per cent and the Federal jurisdiction, 1.8 per cent. In Quebec, wage adjustments averaged 1.3 per cent, equal to the national figure.

Le Bulletin existe également en français.



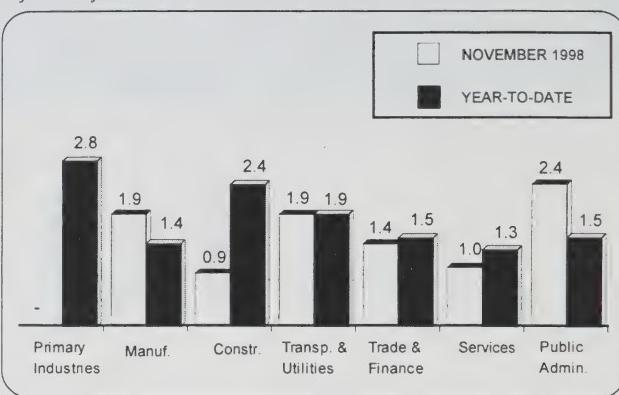
On an industry basis, the largest concentration of employees in November's settlements was in the **community, business and personal services sector**, (19 agreements covering 29,660 employees with an increase of 1.0%). The services sector accounted for 58% of the total number of employees covered by November's settlements; a significant number of these settlements were in the education sector (17 agreements covering 28,260 teachers and support staff). In the **construction** sector, 2 agreements provided 1,800 employees with wage increases averaging 0.9 per cent. All other sectors were above the November all-industries average of 1.3 per cent. The largest average wage adjustment was in the **public administration** sector at 2.4 per cent (4 agreements covering 5,830 employees). Wage adjustments averaged 1.9 per cent in **manufacturing** (9 agreements covering 5,510 employees), as well as in **transportation, communication and other utilities**, (3 agreements covering 2,970 employees and in the **trade sector**, 5,070 employees in 2 agreements received wage increases averaging 1.4 per cent. There were no settlements in **primary industries**.

- Wage rates were frozen in 8 agreements covering 16,130 employees (31.7% of all employees in the month's settlements), all in the education sector; 4 agreements involving 4,900 employees (9.6% of all employees), provided for increases below 1.0 per cent; 12 agreements covering 12,820 employees (25.2% of all employees), provided increases of 1.0 per cent to 1.9 per cent; 7 settlements covering 10,660 employees (21.0% of employees), provided increases of 2.0 per cent to 2.9 per cent. Eight agreements involving 6,330 employees (12.4% of employees) resulted in increases of 3.0 per cent and above.

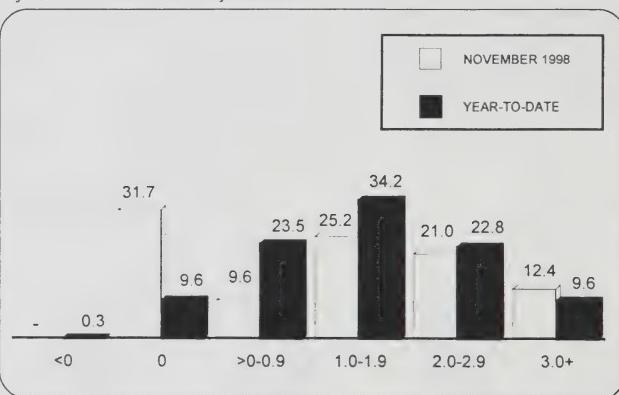
The distribution of settlements and employees by region/jurisdiction for the month of November is shown in the accompanying chart and in the table below:

	Agt.	Empl.
Atlantic provinces	3	4,740
Quebec	7	4,900
Ontario	17	25,280
Prarie provinces	9	12,900
British Columbia	1	1,200
Federal	2	1,820

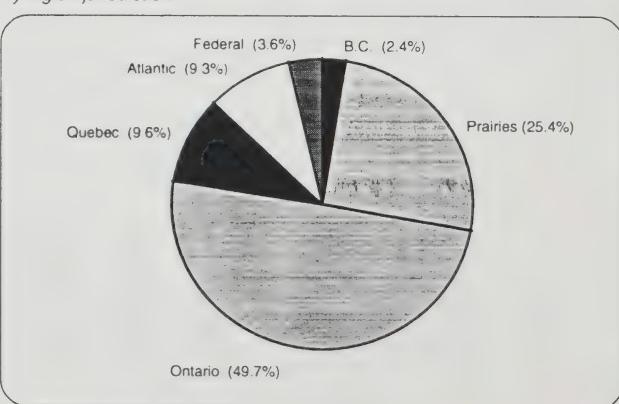
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN NOVEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (9 agreements)</b>	<b>5,510</b>	<b>1.9</b>	<b>0.7</b>	<b>55</b>	.
Abitibi-Consolidated Inc., mill employees, Grand Falls (Nfld.)	530	1.8	0.0	72	2004-04-30
Abitibi Consolidated Inc. (Division Belgo), plant & maintenance empl., Shawinigan (Que.)	540	1.8	0.0	72	2004-04-30
Abitibi Consolidated Inc., production, Grand-Mere (Que.)	500	1.8	0.0	72	2004-04-30
Abitibi Consolidated Inc., production, Trois-Rivieres (Que.)	600	1.8	0.0	72	2004-04-30
Compagnie Gaspésia Limitée, mill employees, Chandler (Que.)	520	1.8	0.0	72	2004-04-30
Electrolytic Zinc of Canada Limited, production, Valleyfield (Que.)	540	2.6*	2.6	36	2001-10-31
Abitibi-Consolidated Inc., mill employees, Iroquois Falls (Ont.)	580	1.8	0.0	72	2004-04-30
Lear Corporation (formerly Lear Seating Canada Ltd.), plant & maintenance empl., Kitchener (Ont.)	600	4.1*	4.4	36	2001-12-31
Maple Lodge Farms Ltd., production, Norval (Ont.)	1,100	0.7	0.0	24	2000-10-12
<b>Construction (2 agreements)</b>	<b>1,800</b>	<b>0.9</b>	<b>0.6</b>	<b>36</b>	.
Construction Labour Relations Association of Manitoba, electricians, province-wide (Man.)	600	1.5	0.5	36	2001-04-30
Sheet Metal Air Conditioning Contr. Natnl. Assn., sheet metal workers, province-wide (excl. Vanc. Island) (B.C.)	1,200	0.7	0.7	36	2001-04-30
<b>Transportation, Communication and Utilities (3 agreements)</b>	<b>2,970</b>	<b>1.9</b>	<b>2.8</b>	<b>47.6</b>	.
SaskPower, plant & maintenance empl., province-wide (Sask.)	1,150	2.0	2.0	36	2000-12-31
Greater Toronto Airports Authority, office and clerical employees, Toronto (Ont.)	520	4.1*	8.0	72	2003-07-31
Expertech Network Installation Inc., technical employees, Ontario & Quebec	1,300	0.9	1.5	48	2001-11-30
<b>Trade &amp; Finance (2 agreements)</b>	<b>5,070</b>	<b>1.4</b>	<b>1.6</b>	<b>35.7</b>	.
Canada Safeway Limited, retail employees, Winnipeg (Man.)	4,000	1.3	1.5	42	2001-11-10
Manitoba Public Insurance Corporation, office and clerical employees, province-wide (Man.)	1,070	2.0	2.0	12	1999-09-25
<b>Community, Business and Personal Services (19 agreements)</b>	<b>29,660</b>	<b>1.0</b>	<b>1.3</b>	<b>27.5</b>	.
Government of New Brunswick, general tradesmen (non-construction), province-wide (N.B.)	2,510	1.5	1.5	36	2001-03-31
Société des casinos du Québec, croupiers, Montreal (Que.)	600	1.4	2.0	53	2002-12-31
University of Sherbrooke, Instructors/Tutors/Lecturers, Sherbrooke (Que.)	1,600	0.0	0.0	60	2000-12-31
Bluewater District School Board, elementary teachers, Chesley (Ont.)	800	1.1	0.0	24	2000-08-31
London District Catholic School Board, elementary and secondary teachers, London (Ont.)	1,300	0.5	0.0	24	2000-08-31
Near North District School Board, elementary teachers, North Bay (Ont.)	530	0.0	0.0	24	2000-08-31
Ottawa-Carleton District School Board, secondary teachers, Nepean (Ont.)	1,850	0.0	0.0	24	2000-08-31
Peel District School Board, elementary teachers, Mississauga (Ont.)	4,450	0.0	0.0	24	2000-08-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**Note:** Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**MAJOR SETTLEMENTS REACHED IN NOVEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Peel District School Board, secondary teachers, Mississauga (Ont.)	2,200	0.0	0.0	24	2000-08-31
Rainbow District School Board, secondary teachers, Sudbury (Ont.)	500	0.0	0.0	24	2000-08-31
Thames Valley District School Board, elementary teachers, London (Ont.)	3,200	2.6	4.4	24	2000-08-31
Windsor-Essex Catholic District School Board, secondary teachers, Windsor (Ont.)	520	4.8	9.9	24	2000-08-31
York Region District School Board, elementary teachers, Aurora (Ont.)	3,200	0.0	0.0	24	2000-08-31
York Region District School Board, secondary teachers, Aurora (Ont.)	1,800	0.0	0.0	24	2000-08-31
York University, teaching assistants, North York (Ont.)	700	3.0	3.0	12	1999-08-31
York University, teaching assistants, North York (Ont.)	1,200	3.0	3.0	12	1999-08-31
University of Manitoba, professors, Winnipeg (Man.)	1,040	1.3	1.0	36	2001-03-31
Calgary Regional Health Authority, non-medical employees, Calgary (Alta.)	800	3.0	3.0	36	2001-03-31
Elk Island Public Schools Rd. 14, elementary and secondary teachers, Elk Island (Alta.)	860	4.0	5.0	24	2000-08-31
<b>Public Administration (4 agreements)</b>	<b>5,830</b>	<b>2.4</b>	<b>2.3</b>	<b>29</b>	.
Government of Prince Edward Island, inside employees, province-wide (P.E.I.)	1,700	2.1	2.0	36	2001-03-31
Regional Municipality of York, inside employees, Newmarket (Ont.)	750	2.2	2.0	36	2001-03-31
City of Calgary, police officers, Calgary (Alta.)	1,130	3.0	3.0	24	1999-12-31
Government of Alberta, social workers, province-wide (Alta.)	2,250	2.3	2.4	24	1999-08-31
<b>Agreements with COLA (3 agreements)</b>	<b>1,660</b>	<b>3.6</b>	<b>5.0</b>	<b>47.3</b>	
<b>Agreements without COLA (36 agreements)</b>	<b>49,180</b>	<b>1.3</b>	<b>1.3</b>	<b>32.5</b>	
<b>All agreements (39 agreements)</b>	<b>50,840</b>	<b>1.3</b>	<b>1.4</b>	<b>33.0</b>	

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1995			1996			1997			1998			Year to date*	Mar May	June	Sept	1998		
	4	1	2	3	1	2	3	1	2	3	Sept	Oct	Nov				Sept	Oct	Nov
<b>All Industries/Jurisdictions</b>																			
Average Annual Adjustment	0.9	0.9	1.6		1.7	2.0	1.7	1.4		1.5	1.9	1.3	1.4		1.8	1.0	1.3		
Non-COLA	0.8	0.6	1.6		1.7	1.9	1.6	1.3		1.5	1.8	1.3	1.4		1.8	1.0	1.3		
COLA	1.3	2.7	1.8		1.7	3.0	2.5	2.3		2.5	2.8	2.6	2.1		1.6	2.1	3.6		
First Year Increase	0.4	0.7	1.3		1.5	1.4	1.4	0.9		1.2	1.3	0.9	1.4		1.9	0.9	1.4		
Non-COLA	0.4	0.4	1.3		1.4	1.3	1.4	0.9		1.2	1.2	0.9	1.3		1.9	0.9	1.3		
COLA	0.8	2.5	1.7		1.6	2.8	2.1	2.1		2.4	2.3	2.3	2.6		1.6	2.8	5.0		
<b>Industries</b>																			
Primary Industries	2.5	1.7	1.9		1.2	-	2.8	-		2.8	2.8	-	-		-	-	-	-	
Manufacturing	2.2	2.9	2.3		1.6	2.1	1.2	1.3		1.4	2.1	0.8	1.5		1.0	1.1	1.9		
Construction	1.0	0.1	2.5		2.4	2.9	2.7	2.0		2.4	2.6	2.3	2.2		1.8	2.7	0.9		
Transp. & Communication	1.1	0.8	1.6		1.6	1.3	2.1	1.7		1.9	1.9	1.9	2.0		2.0	-	1.9		
Trade-Finance	0.9	0.6	1.7		1.4	1.6	1.1	2.0		1.5	1.8	1.4	1.7		2.8	2.0	1.4		
Services	0.5	0.6	1.0		1.7	2.0	1.4	1.1		1.3	1.7	1.0	1.1		1.8	0.6	1.0		
Public Administration	0.7	0.4	1.4		1.8	1.4	1.7	1.4		1.5	1.6	1.4	1.9		1.9	1.6	2.4		
<b>Jurisdictions</b>																			
Newfoundland	0.7	2.0	1.7		1.1	1.5	1.1	-		1.3	1.4	1.1	1.8		-	-	1.8		
Prince Edward Island	1.7	1.7	-		-	-	2.1	-		2.1	2.1	-	2.1		-	2.1	2.1		
Nova Scotia	1.2	1.7	2.0		2.0	2.8	1.9	1.9		2.5	2.3	1.8	2.0		2.2	1.9	-		
New Brunswick	0.9	1.7	1.0		1.0	1.4	1.3	2.1		1.5	0.8	1.5	1.7		1.6	3.0	1.5		
Quebec	0.8	1.7	2.2		1.6	1.0	0.4	2.4		0.8	1.0	0.4	2.0		3.2	-	1.3		
Ontario	1.0	1.0	1.1		1.2	1.6	1.8	2.0		1.6	1.7	2.1	1.0		1.5	0.7	0.9		
Manitoba	0.4	0.2	1.1		1.4	2.5	1.3	0.3		1.5	1.6	1.9	0.5		-7.0	-	1.4		
Saskatchewan	1.9	1.1	0.9		1.0	1.6	2.0	1.4		1.8	1.7	1.8	2.0		2.0	-	2.0		
Alberta	-0.3	1.0	2.4		2.8	2.8	3.1	2.5		3.0	2.8	3.5	3.2		3.2	3.9	2.9		
British Columbia	1.2	0.6	1.3		0.9	1.0	0.8	0.7		0.7	1.2	0.7	1.0		1.5	0.8	0.7		
Multi-Province	1.1	2.3	2.8		3.2	-	-	1.7		1.7	-	1.7	1.7		1.7	-	-		
Federal Jurisdiction	1.0	0.5	1.8		1.9	1.7	2.0	1.8		1.9	2.0	1.7	2.0		2.1	1.6	1.8		
<b>Public Sector</b>	0.6	0.5	1.2		1.7	1.8	1.7	1.2		1.4	1.7	1.3	1.2		1.8	0.8	1.3		
<b>Private Sector</b>	1.4	1.8	2.1		1.8	2.4	1.6	1.8		1.8	2.3	1.4	1.9		1.8	2.5	1.6		
<b>Consumer Price Index</b>	2.2	1.6	1.6		1.0	1.0	1.0	0.9		1.0	0.9	0.9	1.0		0.7	1.0	1.2		

\*January to November

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Govt. of Canada	PSAC / PIPS	98,870	December 98
•Bldg. Contractors Assn. of Que. (residential)	various unions	8,410	January 99
•Alcan (Que.)	FSSA/CNTU	4,280	December 98
•Scott Paper Ltd. and Harmac Pacific Ltd. (B.C.)	CEP/PPWC	1,120	Dec. 98 & Jan. 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	30,000	B/CO/Tent.	Apr. 97-Oct. 98
•CBC	CEP/Guild	7,460	B/CO	Mar., Jun., Sep. 98
•Canada Post*	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC, CPAA	11,700	B	June/Sept. 98
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	Professional Engineers	1,500	PAB	Dec. 95
•Govt. of Ontario	OPSEU	50,200	B	Dec. 98
•Ontario hospitals	CUPE / SEIU	50,000	B	Sept./Oct. 95
•Ontario Hydro	Soc. of Prof. & Admin. Employees	5,570	Tent.	December 98
•Toronto separate schools (prim. & sec.)	Ont. Eng. Cath. Teachers Assn.	6,500	MED/ARB	Aug. 98
•Toronto public schools	CUPE	15,000	B	Aug. 98
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Saskatchewan Telecommunications	CEP	3,600	B	March 98
•B.C. Hydro & Power	Office and Professional Employees Intl. Union / IBEW	4,550	B/MED	March/Sept. 97
•Alta. Constr. Labour Rel. Assn.	various unions	8,500	B/Tent.	April 99
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*Continued on next page*

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BC Tel	Telecommunications Workers Union	10,600	B	Dec. 98

**UPCOMING KEY NEGOTIATIONS**

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Toronto Transit Commission	ATU	7,700	March 99
Ontario Hospitals	ONA (nurses)	37,000	Mar. 98
City of Toronto	CUPE	23,000	various
Manitoba Health Organizations	various unions	9,050	Mar. 99
Sask. Assn. of Health Organizations	nurses	6,700	Mar. 99
Provincial Health Authorities of Alberta	nurses	12,500	Mar. 99

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.





# THE WAGE SETTLEMENTS BULLETIN

February 1999  
Volume 10, Issue 2

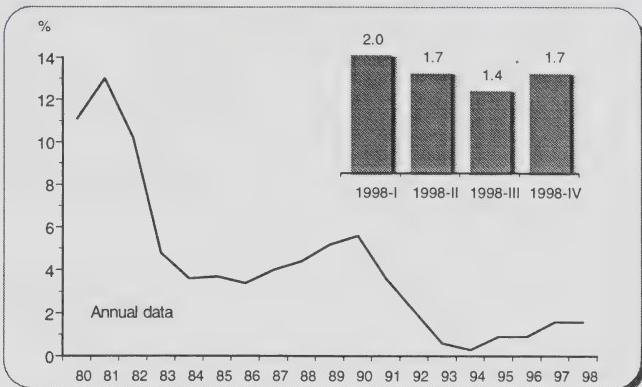
## ANNUAL REVIEW - 1998

Major collective bargaining settlements reached in the year 1998 provided base-rate wage adjustments averaging **1.6 per cent** annually over the contract term, the same as in 1997, and above the 0.9 per cent averages in both 1995 and 1996.

While there has been a modest uptrend in the size of average wage adjustments from 1994's historical low of 0.3 per cent, the gain of 1.6 per cent in 1998 marks the first in four years that the average wage adjustment has been above the rate of increase in the Consumer Price Index, which was 0.9 per cent in 1998. The 1998 wage settlements increase of 1.6 per cent remains well below its most recent peak of 5.6 per cent in 1990.

The overall wage adjustment from the 1998 settlements was above the rate in contracts they replaced. There were 389 major agreements recorded in 1998, with a coverage of 909,940

*Perspective on base rate percentage adjustments from major settlements*



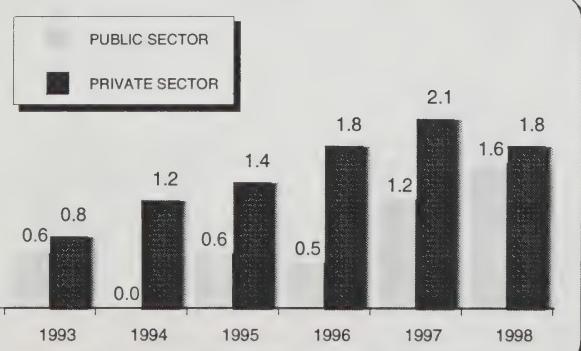
employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 0.9 per cent, compared to the 1.6 per cent in their 1998 contracts.

## Public and Private Sectors

The stability in the overall level of wage adjustments at 1.6 per cent in both 1997 and 1998 resulted from movements in opposite directions of

average wage adjustments in the public and private sectors. In the **public sector**, wage adjustments averaged **1.6 per cent** for 641,450 employees in 215 settlements reached in 1998, an increase from the 1.2 per cent average adjustment in that sector in 1997. In the **private sector**, wage adjustments in 1998 for 268,490 employees in 174 settlements averaged **1.8 per cent**, down from an average of 2.1 per cent in 1997. Although private-sector wage gains remain above those in the public sector, as they have since 1990, the

*Base rate percentage adjustments from major settlements,  
by public / private sectors in 1993-1998*



*Le Bulletin existe également en français.*

## In this issue:

- Annual Review p. 1
- December 1998 Data p. 4
- Key Bargaining Situations in 1999 p. 11



gap has narrowed considerably since 1996.

### Distribution by Size of Wage Adjustments

The modest rise in average wage adjustments in the past few years has been accompanied by a declining incidence of wage freezes and cuts. In 1998, 82,790 employees in 50 settlements were subject to wage freezes and cuts (3,210 employees in 4 settlements with wage rollbacks). The total subject to freezes and rollbacks amounted to 9.1 per cent of all employees (909,940) in all settlements (389) reached in 1998. In contrast, in 1993, approximately 926,700 employees in 237 settlement were subject to wage freezes and cuts, constituting close to two-thirds (65.6 per cent) of all employees in the 518 settlements reached in that year. The incidence of wage freezes and wage rollbacks has declined since 1993 as follows: 1994 - 62.2 per cent of employees; 1995 - 24.8 per cent; 1996 - 35.0 per cent; 1997 - 18.8 per cent and 1998 - 9.1 per cent.

In contrast to earlier years, the private sector accounted for a proportionately larger number of employees with wage freezes and cuts. In 1998, 45,430 private-sector employees were subject to wage freezes and cuts - 16.9 per cent of all private-sector employees in the year's settlements; in contrast, 37,360 public-sector employees - 5.8 percent of all public-sector employees were subject to wage freezes and cuts in 1998.

With average wage adjustments in 1998 almost equal between the private (1.8 per cent) and public (1.6 per cent) sectors, the distribution of wage adjustments in the two sectors have been closer than in recent years. In 1998, 59.7 per cent of public-sector employees gained increases in the

### *Distribution of employees by size of wage adjustment*

1998				
Increase Range	# of agts.	% of agts.	# of empls.	% of empls.
less than 0%	4	1.0	3,210	0.4
0%	46	11.8	79,580	8.7
>0%-0.9%	44	11.3	185,800	20.4
1.0%-1.9%	112	28.8	277,400	30.5
2.0%-2.9%	123	31.6	282,540	31.1
3.0%-3.9%	39	10.0	52,800	5.8
4.0%-4.9%	10	2.6	7,760	0.9
5.0%-5.9%	4	1.0	4,150	0.5
6.0% and over	7	1.8	16,700	1.8
All levels	389	100.0	909,940	100.0

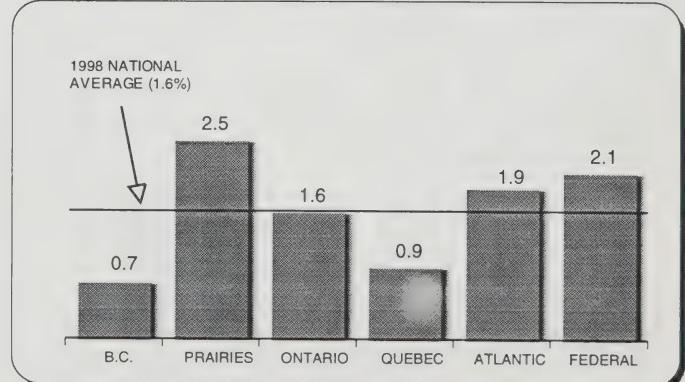
1.0 - 2.9 per cent range, compared to 66.0 per cent of private-sector employees. By contrast, in the 1993 distribution of wage adjustments, 16.2 per cent of public-sector employees received wage gains in the 1.0 - 2.9 per cent range, compared with 41.3 per cent of private-sector employees; (average wage adjustments in 1993 were 0.6 per cent in the public sector, and 0.8 per cent in the private sector).

### Wage Adjustments by Region/Jurisdiction

On a regional/jurisdictional basis, wage adjustments were highest in the

Prairie provinces, where 129,020 employees received wage adjustments averaging 2.5 per cent in 79 settlements. For 184,640 employees in 46 agreements in the Federal jurisdiction, wage adjustments averaged 2.1 per cent. In Atlantic Canada, 93,280 employees in 42 agreements received wage adjustments averaging 1.9 per cent. The largest concentration of employees was in Ontario, with 267,280 employees (29.4 per cent of the total) receiving wage adjustments averaging 1.6 per cent in 139 settlements. In Quebec, 81,110 employees received wage adjustments

### *Base rate percentage adjustments from major settlements, by region/jurisdiction in 1998*



averaging 0.9 per cent in 51 settlements. Average wage adjustments were lowest in British Columbia, where 148,570 employees received an average of 0.7 per cent in 30 settlements.

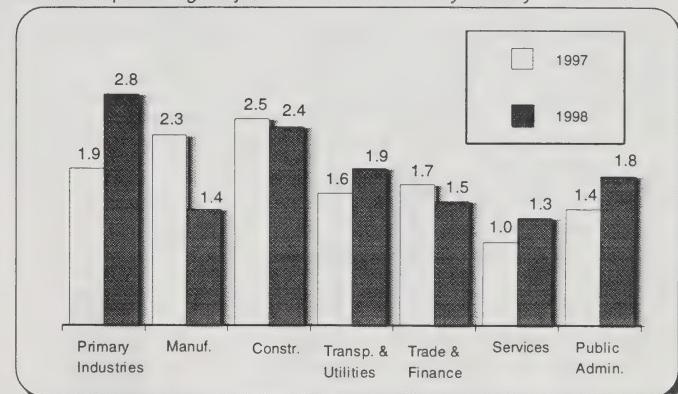
concentration of employees - 247,150 in 61 settlements - received an average 1.8 per cent gain. In the Trade and Finance sector, 25,250 employees in 16 agreements received wage adjustments averaging 1.5 per cent,

while in manufacturing, 86,230 employees in 75 agreements received adjustments averaging 1.4 per cent.

### Wage Adjustments by Industry

The largest concentration of employees by industry was in the Community Business and Personal Services sector, with 369,810 employees in 145 settlements receiving the lowest average wage adjustment of 1.3 per cent. In the primary sector, the smallest number of employees - 700 in a single agreement - gained a 2.8 per cent increase. In the construction sector, 95,010 employees received an average adjustment of 2.4 per cent in 48 settlements, and in Transportation, Communication and other Utilities, 85,790 employees received an average adjustment of 1.9 per cent. In Public Administration, the second largest

*Base rate percentage adjustments in base rates by industry - 1997-1998*



*Base rate percentage adjustments in base rates by industry - 1996-1998*

Industry	1996		1997		1998	
	% increase	# empls.	% increase	# empls.	% increase	# empls.
Primary Industries	1.7	10,518	1.9	10,564	2.8	700
Manufacturing	2.9	111,403	2.3	72,340	1.4	86,230
Construction	0.1	9,550	2.5	104,750	2.4	95,010
Transp./Comm./Utilities	0.8	135,506	1.6	127,660	1.9	85,790
Trade & Finance	0.6	40,240	1.7	74,970	1.5	25,250
Service Industries	0.6	339,476	1.0	232,020	1.3	369,810
Public Administration	0.4	153,717	1.4	72,895	1.8	247,150
All Industries	0.9	800,410	1.6	695,199	1.6	909,940

### December 1998

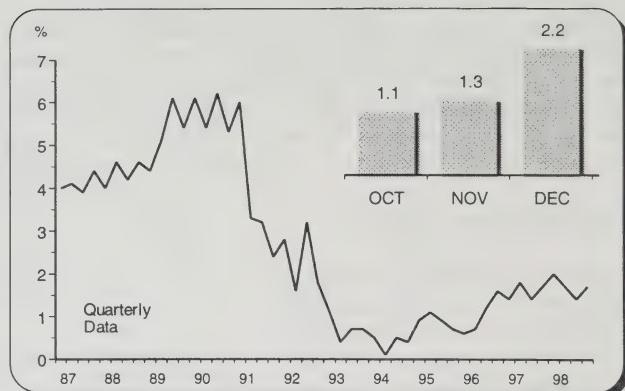
• Base rate wage adjustments from major collective bargaining settlements ratified during the month of **December** averaged **2.2 per cent**, up from 1.3 per cent in November and from 1.1 per cent in October.

• December's results are based on a coverage of 26 agreements for 124,740 employees. When the parties to these contracts previously negotiated - with an average contract duration of 26 months - the resulting wage adjustments averaged 0.7 per cent, well below the 2.2 per cent in their current settlements.

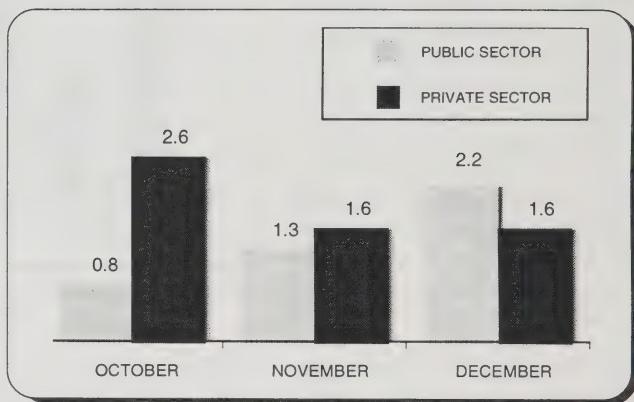
• **Public sector** wage adjustments in December averaged **2.2 per cent**, above the November average of 1.3 per cent and the 0.8 per cent average for October. The December public sector results are based on 15 agreements covering 110,110 employees. The majority of employees covered (90% of public sector employees and 79% of all employees) in this month's settlements were from 5 Government of Canada agreements providing 98,860 public servants with wage increases averaging 2.3 per cent. These agreements had the largest impact in determining the employee-weighted aggregate wage increase for the month of December. Other public sector settlements included the Alberta Board of School Trustees Dist. 7 providing 4,200 teachers with wage increases averaging 3.5 per cent, and 5 Ontario education settlements providing 3,860 employees with wage adjustments ranging from a wage cut of 2.5 per cent in the first year (with a restoration of 1.0 percent in the second) to a 3.4 per cent average annual increase.

• **Private sector** wage adjustments in December averaged **1.6 per cent**, the same as the November average but below the 2.6 per cent average for October. The December private sector results are based on 11 agreements covering 14,630 employees. Wage adjustments ranged from a wage freeze for 2,950 employees with Alcan in Quebec, to a 3.2 per cent increase for 990 employees with Alberta Power Limited. There was also an agreement providing 2,880 Pratt and Whitney production employees with

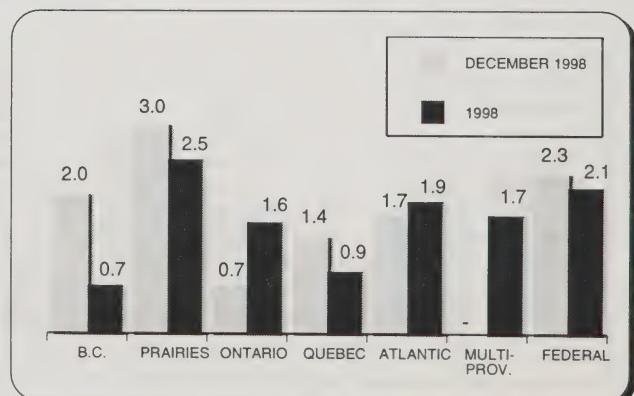
*Perspective on base rate percentage adjustments from major settlements*



*Base rate percentage adjustments from major settlements, by public / private sectors*



*Base rate percentage adjustments from major settlements, by region/ jurisdiction*



**MAJOR SETTLEMENTS REACHED IN DECEMBER**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (8 agreements)</b>	12,040	1.5	1.6	36.7	.
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquiere (Que.)	2,450	0.0	0.0	12	1999-12-31
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan (Que.)	500	0.0	0.0	12	1999-12-31
Associated Clothing Manufacturers of the Province of Quebec, Inc., production employees, Montreal (Que.)	3,500	2.1	2.1	36	2001-11-30
Corporation QUNO, mill employees, Baie-Comeau (Que.)	800	1.7	0.0	72	2004-04-30
Daishowa Inc., mill empls., Quebec (Que.)	850	1.8	0.0	72	2004-04-30
Pratt & Whitney Canada Inc., plant & maintenance employees, Longueuil (Que.)	2,880	1.9*	4.0	36	2002-02-28
Levi Strauss & Co. (Canada) Inc., plant & maintenance employees, Edmonton (Alta.)	510	1.4	0.0	36	2001-10-14
Scott Paper Limited, Western Manufacturing Division, mill employees, New Westminster (B.C.)	550	2.0	0.0	72	2003-04-30
<b>Construction (2 agreements)</b>	1,600	1.6	1.7	36	.
Construction Management Bureau Limited, electricians, Mainland (N.S.)	850	1.6	1.6	36	2001-04-30
Construction Management Bureau Limited, plumbers and pipefitters, Mainland (N.S.)	750	1.6	1.8	36	2001-04-30
<b>Transportation, Communication &amp; Utilities (1 agreement)</b>	990	3.2	3.5	36	.
Alberta Power Limited, plant & maintenance empl., province-wide (Alta.)	990	3.2	3.5	36	2001-12-31
<b>Community, Business &amp; Personal Services (9 agreements)</b>	10,350	2.0	1.9	28.6	.
Dalhousie University, office and clerical employees, Halifax (N.S.)	800	2.2	4.0	44	2001-06-30
Government of New Brunswick, educational services, province-wide (N.B.)	770	1.5	1.5	54	2002-04-30
Grand Erie District School Board, secondary teachers, Brantford (Ont.)	720	3.4	0.6	24	2000-08-31
Hamilton-Wentworth District School Board, secondary teachers, Hamilton (Ont.)	1,200	0.0	0.0	24	2000-08-31
Kawartha Pine Ridge District School Board, secondary teachers, Peterborough (Ont.)	860	-0.8	-2.5	24	2000-08-31
Rainbow District School Board, elementary teachers, Sudbury (Ont.)	580	0.8	0.0	24	2000-08-31
Rainbow District School Board, secondary teachers, Sudbury (Ont.)	500	0.0	0.0	24	2000-08-31
Regional Municipality of Niagara (Homes for Senior Citizens), service employees, Niagara Region (Ont.)	720	1.7	1.0	36	2000-12-31

## MAJOR SETTLEMENTS REACHED IN DECEMBER (continued)

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Board of Trustees of Edmonton School District No. 7, elementary and secondary teachers, Edmonton (Alta.)	4,200	3.5	4.0	24	2000-08-31
<b>Public Administration (6 agreements)</b>	<b>99,760</b>	<b>2.3</b>	<b>2.6</b>	<b>24.4</b>	.
City of Edmonton, firefighters, Edmonton (Alta.)	900	1.6	0.0	72	1999-12-25
Government of Canada, administrative & support employees, Canada-Wide	91,580	2.3	2.6	24	1999-06-20
Government of Canada, commerce officers, Canada-Wide	1,900	2.2	2.5	24	1999-09-30
Government of Canada, librarians, Canada-Wide	1,030	2.2	2.5	24	1999-06-30
Government of Canada, purchasers, Canada-Wide	1,810	2.2	2.5	24	1999-06-21
Government of Canada, scientific & other professionals, Canada-Wide	2,540	2.3	2.5	24	1999-09-30
<b>Agreement with COLA (1 agreement)</b>	<b>2,880</b>	<b>1.9</b>	<b>4.0</b>	<b>36.0</b>	
<b>Agreements without COLA (25 agreements)</b>	<b>121,860</b>	<b>1.6</b>	<b>1.0</b>	<b>26.0</b>	
<b>All agreements (26 agreements)</b>	<b>124,740</b>	<b>2.2</b>	<b>2.4</b>	<b>26.2</b>	

<sup>1</sup> Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**Note:** Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

cont'd from page 4

wage increases averaging 1.9 per cent (4.0 per cent in the first year).

• On a regional/jurisdictional basis, the largest concentration of employees in December was in the Federal jurisdiction with 5 agreements providing 98,860 federal public service employees with wage increases averaging 2.3 per cent. The largest increase was in the Prairie provinces (4 Alberta agreements, 6,600 employees) at 3.0 per cent, and the smallest was in Ontario (6 agreements covering 4,580 employees) at 0.7 per cent. In Quebec, (6 agreements, 10,980 employees), wage adjustments averaged 1.4 per cent; in Atlantic Canada, (4 agreements, 3,170 employees) wage increases averaged 1.7 per cent and in British Columbia, a single agreement provided 550 employees with wage gains averaging 2.0 per cent.

**Table A**

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998				1998			
				1	2	3	4	Oct	Nov	Dec	
<b>All Industries/Jurisdictions</b>											
Average Annual Adjustment	0.9	1.6	1.6	2.0	1.7	1.4	1.7	1.1	1.3	2.2	
Non-COLA	0.6	1.6	1.6	1.9	1.6	1.3	1.7	1.1	1.3	2.2	
COLA	2.7	1.8	2.5	3.0	2.5	2.3	2.5	2.1	3.6	1.9	
First Year Increase	0.7	1.3	1.4	1.4	1.4	0.9	1.8	0.9	1.4	2.4	
Non-COLA	0.4	1.3	1.3	1.3	1.4	0.9	1.7	0.9	1.3	2.4	
COLA	2.5	1.7	2.5	2.7	2.2	2.1	4.0	2.8	5.0	4.0	
<b>Industries</b>											
Primary Industries	1.7	1.9	2.8	-	2.8	-	-	-	-	-	
Manufacturing	2.9	2.3	1.4	2.1	1.2	1.3	1.6	1.1	1.9	1.5	
Construction	0.1	2.5	2.4	2.9	2.7	2.0	2.4	2.9	0.9	1.6	
Transp. & Communication	0.8	1.6	1.9	1.3	2.1	1.7	2.2	-	1.8	3.2	
Trade-Finance	0.6	1.7	1.5	1.6	1.1	2.0	1.5	2.0	1.4	-	
Services	0.6	1.0	1.3	2.0	1.4	1.1	0.9	0.6	1.0	2.0	
Public Administration	0.4	1.4	1.8	1.4	1.7	1.4	2.2	1.6	2.4	2.3	
<b>Jurisdictions</b>											
Newfoundland	2.0	1.7	1.3	1.5	1.1	-	1.8	-	1.8	-	
Prince Edward Island	1.7	-	2.1	-	2.1	-	2.1	2.1	2.1	-	
Nova Scotia	1.7	2.0	2.5	2.8	1.9	1.9	1.8	1.9	-	1.8	
New Brunswick	1.7	1.0	1.5	1.4	1.3	2.1	1.7	3.0	1.5	1.5	
Quebec	1.7	2.3	0.9	1.0	0.4	2.4	1.4	-	1.3	1.4	
Ontario	1.0	1.1	1.6	1.6	1.8	2.0	0.8	0.8	0.9	0.7	
Manitoba	0.2	1.1	1.5	2.5	1.3	0.3	1.5	-	1.5	-	
Saskatchewan	1.1	0.9	1.8	1.6	2.0	1.4	2.0	-	2.0	-	
Alberta	1.0	2.4	3.0	2.8	3.1	2.5	3.2	3.9	2.9	3.0	
British Columbia	0.6	1.3	0.7	1.0	0.8	0.7	0.9	0.9	0.7	2.0	
Multi-Province	2.3	2.8	1.7	-	-	1.7	-	-	-	-	
Federal Jurisdiction	0.5	1.8	2.1	1.7	2.0	1.8	2.2	1.6	1.7	2.3	
<b>Public Sector</b>	0.5	1.2	1.6	1.8	1.7	1.2	1.7	0.8	1.3	2.2	
<b>Private Sector</b>	1.8	2.1	1.8	2.4	1.6	1.8	1.9	2.6	1.6	1.6	
<b>Consumer Price Index</b>	1.6	1.6	0.9	1.0	1.0	0.9	1.1	1.0	1.2	1.0	

Data for the current month are preliminary

**Table B**

**WAGE INCREASES FROM MAJOR SETTLEMENTS, BY PUBLIC-  
PRIVATE SECTORS AND JURISDICTION**  
(effective average annual percentage adjustments in base rates)

	<u>1996</u>	<u>1997</u>	<u>1998</u>	1998			
				1	2	3	4
	%	%	%	%	%	%	%
<b>All Sectors</b>							
<b>Canada</b>	<b>0.9</b>	<b>1.6</b>	<b>1.6</b>	<b>2.0</b>	<b>1.7</b>	<b>1.4</b>	<b>1.7</b>
<i>Atlantic</i>	1.7	1.3	1.9	2.2	1.4	2.0	1.8
Newfoundland	2.0	1.7	1.3	1.5	1.1	-	1.8
P.E.I.	1.7	-	2.1	-	2.1	-	2.1
Nova Scotia	1.7	2.0	2.5	2.8	1.9	1.9	1.8
New Brunswick	1.7	1.0	1.5	1.4	1.3	2.1	1.7
Quebec	1.7	2.3	0.9	1.0	0.4	2.4	1.4
Ontario	1.0	1.1	1.6	1.6	1.8	2.0	0.8
<i>Prairies</i>	0.6	2.0	2.5	2.4	2.7	1.8	2.6
Manitoba	0.2	1.1	1.5	2.5	1.3	0.3	1.5
Saskatchewan	1.1	0.9	1.8	1.6	2.0	1.4	2.0
Alberta	1.0	2.4	3.0	2.8	3.1	2.5	3.2
B.C.	0.6	1.3	0.7	1.0	0.8	0.7	0.9
Multi-Prov	2.3	2.8	1.7	-	-	1.7	-
Federal	0.5	1.8	2.1	1.7	2.0	1.8	2.2
<b>Public Sector</b>							
<b>Canada</b>	<b>0.5</b>	<b>1.2</b>	<b>1.6</b>	<b>1.8</b>	<b>1.7</b>	<b>1.2</b>	<b>1.7</b>
<i>Atlantic</i>	1.4	1.4	1.9	2.2	1.5	1.8	1.8
Newfoundland	0.6	2.1	1.3	1.4	1.1	-	-
P.E.I.	1.7	-	2.1	-	2.1	-	2.1
Nova Scotia	-	1.8	2.6	2.9	1.9	1.8	2.0
New Brunswick	1.5	1.3	1.5	1.4	1.5	1.8	1.5
Quebec	1.4	1.3	0.8	1.0	0.7	2.1	0.4
Ontario	0.3	0.6	1.3	1.4	1.5	1.9	0.7
<i>Prairies</i>	0.4	1.7	2.2	1.7	2.3	2.8	2.6
Manitoba	0.0	1.0	1.4	1.2	1.2	-	1.9
Saskatchewan	0.9	0.9	1.8	1.6	2.0	1.9	2.0
Alberta	0.7	2.2	2.5	1.8	2.7	3.2	2.8
B.C.	0.5	0.9	0.7	0.6	0.4	0.7	0.7
Multi-Prov	-	-	-	-	-	-	-
Federal	0.1	1.6	2.2	2.0	2.0	2.1	2.2
<b>Private Sector</b>							
<b>Canada</b>	<b>1.8</b>	<b>2.1</b>	<b>1.8</b>	<b>2.4</b>	<b>1.6</b>	<b>1.8</b>	<b>1.9</b>
<i>Atlantic</i>	2.1	1.2	1.7	1.8	0.7	2.2	1.9
Newfoundland	2.6	1.7	1.8	1.8	-	-	1.8
P.E.I.	-	-	-	-	-	-	-
Nova Scotia	1.7	2.1	1.8	1.4	1.9	2.0	1.6
New Brunswick	2.0	0.4	1.5	-	0.0	2.6	3.0
Quebec	2.2	2.5	0.9	1.5	0.4	2.5	1.5
Ontario	2.3	1.9	2.1	1.6	2.3	2.0	1.9
<i>Prairies</i>	2.1	2.5	3.3	5.9	4.7	-0.6	2.5
Manitoba	2.1	1.8	1.6	4.9	1.9	0.3	1.3
Saskatchewan	2.0	1.2	1.1	-	2.8	0.0	-
Alberta	2.2	2.6	4.9	6.2	5.4	-6.1	4.4
B.C.	0.9	1.6	1.3	1.6	1.1	1.9	1.4
Multi-Prov	2.3	2.8	1.7	-	-	1.7	-
Federal	0.7	2.0	1.8	1.5	2.0	1.6	1.8

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Abitibi-Consolidated (Que.)	CNTU	800	January 99
•Bombardier Inc. (Que.)	CNTU	890	February 99
•Ontario Hydro	Soc. of Prof. & Admin. Employees	5,570	January 99
•Toronto separate schools (sec.)	Ont. Eng. Cath. Teachers Assn.	6,500	February 99
•B.C. Hydro & Power	Office and Professional Employees	4,550	January 99
	Intl. Union / IBEW		
•Health Employers Assn. of B.C.	BCNU	26,000	February 99
•BC Tel	Telecommunications Workers Union	10,600	Dec. 98

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	30,000	B/CO/Tent.	Apr.97-Oct.98
•CBC	CEP/Guild	7,460	B/CO	Mar.Jun.Sep. 98
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC, CPAA	11,700	B	June/Sept. 98
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	Professional Engineers	1,500	PAB	Dec. 95
•Hydro Quebec	CUPE	11,310	B	Jan. 99
•Govt. of Ontario	OPSEU	50,200	B	Dec. 98
•Ontario hospitals	CUPE / SEIU	33,800	B	Sept./Oct. 95
•Toronto separate schools (sec.)	Ont. Eng. Cath. Teachers Assn.	4,300	MED/ARB	Aug. 98
•Toronto public schools	CUPE	15,000	B	Aug. 98
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Toronto Transit Commission	ATU	7,700	B	March 99
•Manitoba Health Organizations	various unions	9,050	B	March 99
•Saskatchewan Telecommunications	CEP	3,600	Tent.	March 98
•Sask. Assn. of Health Organizations	Nurses	8,200	B	March 99
•Provincial Health Authorities of Alberta	Nurses	14,000	B	March 99
•Alta. Constr. Labour Rel. Assn.	various unions	8,500	B/Tent.	April 99
•Health Employers Assn. of B.C.	HSA of BC	9,700	Tent.	March 98
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,300	MED.	October 98

*Continued on next page*

\*\* Ongoing negotiations on working conditions

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Private Sector</b>				
Air Canada	CUPE	3,300	B	Oct. 98
Bell Canada (Que. & Ont.)	CEP	12,600	B	Nov. 98
CP Rail	CCROU	3,220	B	Dec. 98
Eastern Canada pulp and paper cos.	various unions	11,500	B/Tent	various 98
Maritime Telegraph and Telephone	Atlantic Comm. & Tech. Workers	1,700	B	Oct. 98
Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	Apr./Dec. 98
Nav Canada	various unions	4,440	B/CO	Dec 97
Brewers Retail (Ont.)	UFCW	4 300	B	Dec. 98
TELUS Communications (Alta.)	IBEW	2,620	Tent.	Dec. 97
Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	B	Sept. 97
B.C. pulp and paper cos.	CEP/PPWC	1 650	B	April 97
<b>Status*</b>				
ARB arbitration	MED mediation		PMB post-mediation bargaining	
B bargaining	M/WS mediation after work stoppage		Tent. tentative agreement	
B/WS bargaining after work stoppage	PAB post-arbitration bargaining		WS work stoppage	
CO conciliation	PCB post-conciliation bargaining			

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
<b>Upcoming Key Negotiations</b>			
Air Canada	CAW	3,400	April 99
Ontario Hospitals	ONA (nurses)	37,000	March 98
City of Toronto	CUPE	23,000	various
Manitoba Health Organizations	CUPE	8,000	April 99
Alberta Construction	various unions	10,330	April 99

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from Employment, *Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20

per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

## KEY COLLECTIVE BARGAINING NEGOTIATIONS - 1999

Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
<b>NEWFOUNDLAND</b>					
Iron Ore Co. of Canada	1,500	February	Construction Sector	42,000	*
Fishery Products Intl.	2,500	December	Automobile Dealers	26,030	*
Government of Newfoundland and Labrador (health & education)	5,440	*	Education Setor	122,080	*
<b>NOVA SCOTIA</b>					
Sydney Steel Corp.	600	October	Health Sector	145,785	*
Construction Sector	1,100	June	Provinvial Administration	54,290	*
Education Sector	10,000	October	Quebec Provincial Police	4,700	*
<b>QUEBEC (cont.)</b>					
Montreal Urban Community			Montreal Urban Community		
Police			Police	4,160	*
<b>ONTARIO</b>					
Bayer Inc.			Bayer Inc.	900	January
Dupont Canada			Dupont Canada	500	April
Imperial Tobacco			Imperial Tobacco	635	April
National Steel Car			National Steel Car	1,945	April
Bombardier Inc.			Bombardier Inc.	550	May
J.M. Schneider			J.M. Schneider	1,560	May
Algoma Steel			Algoma Steel	5,165	July
Navistar International			Navistar International	1,360	October
Toronto Transit			Toronto Transit	7,600	March
Retail Food Sector			Retail Food Sector	4,690	Aug/Nov
Ontario Hospital Assn.			Ontario Hospital Assn.	5,000	March
Workplace Safety & Insurance Board			Workplace Safety & Insurance Board	2,900	March
City of Ottawa and Ottawa Carleton			City of Ottawa and Ottawa Carleton		
Regional Municipality			Regional Municipality	5,400	March-Dec
Ontario Provincial Police			Ontario Provincial Police	4,700	Dec
Toronto Hydro -Electric Commission			Toronto Hydro -Electric Commission	1,600	*
Brewers Retail			Brewers Retail	5,000	*
Education Sector			Education Sector	105,650	*
Health Sector			Health Sector	91,850	*
City of Toronto			City of Toronto	25,000	*
Toronto Police Services			Toronto Police Services	7,000	*
Provincial Administration			Provincial Administration	64,710	*

\* Carried over from 1998.

Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
<b>MANITOBA</b>			<b>BRITISH COLUMBIA (cont.)</b>		
Inco Ltd.	1,400	September	Construction Sector	26,630	*
Hudson Bay Mining & Smelting	750	December	B.C. Transit	3,165	*
Bristol Aerospace	550	March	B.C. Ferry	4,300	*
Boeing Canada Technology	810	July	Education Sector	21,100	*
New Flyer Industries	820	September	Health Sector	35,335	*
Manitoba Health Organisations	17,050	March/Apr	<b>MORE THAN ONE PROVINCE</b>		
City of Winnipeg	6,380	December	Auto Industry	51,700	Sept.
Canada Safeway	4,000	*	Eastern Pulp & Paper	11,500	*
Health Sector	5,000	*	<b>FEDERAL JURISDICTION</b>		
<b>SASKATCHEWAN</b>			Ottawa Carleton Regional Transit	1,700	May
Saskatchewan Association of Health Organizations	6,700	March	Air Canada	11,330	Mar/Jun
Education Sector	12,000	December	Canadian Broadcasting Corporation	1,740	Apr/Sept
Saskatchewan Power	1,700	*	Bell Canada	2,300	December
Saskatchewan Telecommunications	3,600	*	Laurentian Bank of Canada & Laurentian Trust of Canada	1,590	December
Canada Safeway	1,100	*	Purolator Courier	7,000	December
Health Sector	15,865	*	Government of Canada	158,080	Mar/Dec
<b>ALBERTA</b>			Cape Breton Development, NS	1,300	*
Suncor Energy	900	April	Air Canada	4,730	*
Construction Sector	10,550	April	Bell Canada	12,600	*
Canadian Western Natural Gas and Northwestern Utilities	1,070	December	British Columbia Maritime Employers	4,000	*
Cities of Calgary and Edmonton	7,890	December	Canada Post (administrative, postmasters and assistants)	12,000	*
Health Sector	4,930	*	Canadian Broadcasting Corporation	7,585	*
Education Sector	19,700	*	C.P. Rail	4,280	*
<b>BRITISH COLUMBIA</b>			Council of Marine Carriers, BC	600	*
Fish Processors' Bargaining Association of British Columbia	4,000	April	Greyhound Canada	1,400	*
Cominco	1,565	May	Maritime Employers, Montreal and Québec	750	*
Alcan	1,260	July	Maritime Telegraph and Telephone , NS	1,500	*
Insurance Corporation of B.C.	4,500	June	Nav Canada, (air traffic controllers, radio ops and administrative)	4,440	*
Universities of British Columbia, Simon Fraser and Victoria	5,310	Mar/Aug	New Brunswick Telephone	670	*
Cities of Burnaby, Coquitlam, New Westminster, Richmond, Surrey, Vancouver and Corporation of Delta	10,840	December	St.Lawrence Seaway Authority	510	*
Pacific Press	870	*	TELUS Communications, Alberta	6,410	*

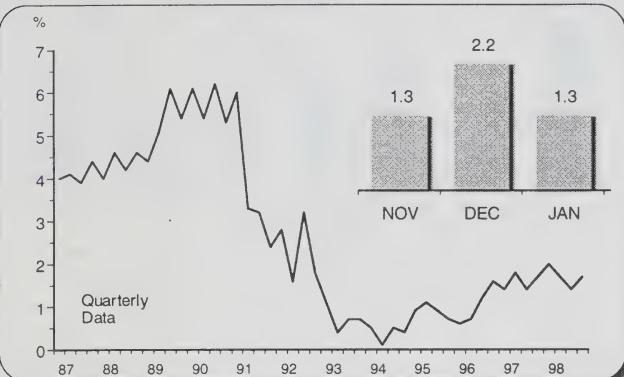
\* Carried over from 1998.



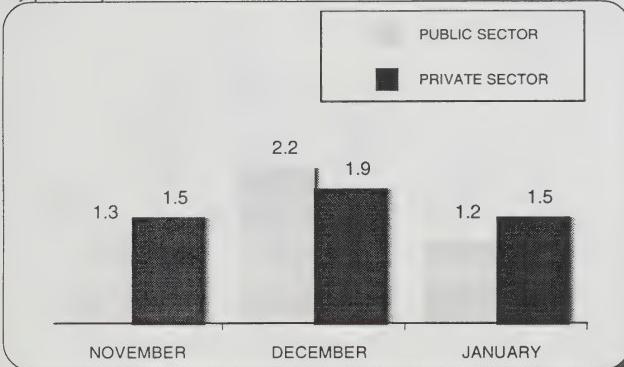
# THE WAGE SETTLEMENTS BULLETIN

March 1999  
Volume 10, Issue 3

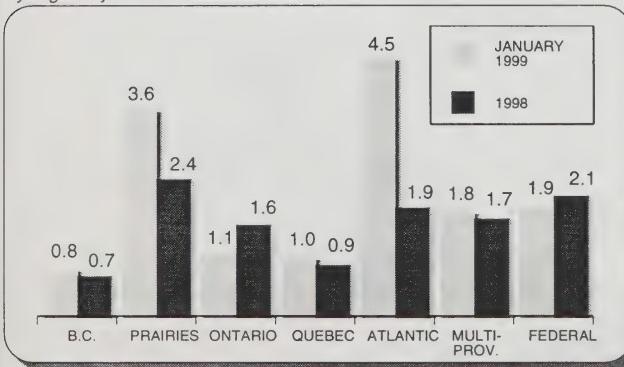
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region / jurisdiction



Le Bulletin existe également en français.

## January 1999

Major collective bargaining settlements reached in **January 1999** provided base rate wage adjustments averaging **1.3 per cent** annually over the contract-term, down from 2.2 per cent in December and 1.6 per cent in the year 1998.

The results for January 1999 are based on a review of 30 settlements covering 51,870 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.0 per cent, a larger gain than in their current settlements.

Wage adjustments in January's settlements ranged from a wage cut of 17.3 per cent in the first year of a 6-year contract for 800 employees with Quality Meat Packers in Toronto, to a high of 6.1 per cent for 500 sheet metal workers with the Alberta Construction Relations Association.

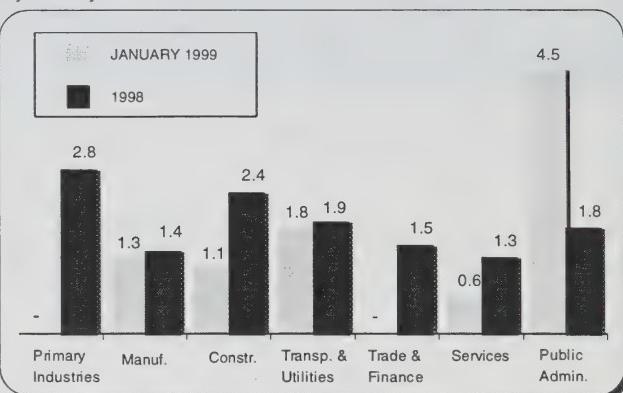
Wage gains in January were slightly higher in the **private sector (1.5 per cent)** than in the **public sector (1.2 per cent)**. Both averages were lower than the corresponding figures for the year 1998. Public sector wage adjustments were moderated in large part by 13 education agreements providing 14,780 employees with gains averaging 0.6 per cent. The overall public sector data cover 26,220 employees in 19 agreements. In the private sector, there were 11 agreements in January covering 25,650 employees. BC Tel provided 10,300 employees (40% of private sector coverage) with wage increases averaging 2.0 per cent, and the APCHQ (Quebec Construction Assn.) provided 8,410 residential construction workers with wage gains of 0.7 per cent.

On a regional/jurisdictional basis, wage adjustments in January were below the national average of 1.3 per cent in Quebec (1.0 per cent average increase for 11,110 employees in 4 settlements), in Ontario (1.1 per cent average for 22,710 employees in 17 agreements), and in British Columbia (0.8 per cent for 4,620 employees in 3 agreements). The average wage adjustment was higher than the national average in all remaining jurisdictions; in the Atlantic provinces wage gains averaged 4.5 per cent (620 employees in a single agreement), the Prairie provinces, 3.6 per cent (1,040 employees in 2 agreements), and the Federal jurisdiction, 1.9 per cent (10,870 employees in 2 agreements). A single multi-province agreement provided 900 employees with wage gains averaging 1.8 per cent.

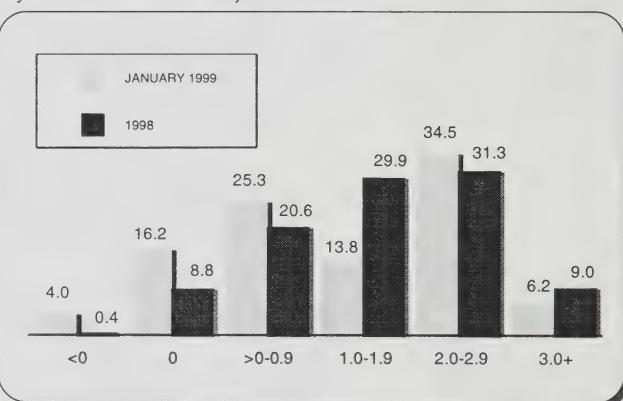


On an industry basis, the largest concentration of employees in January's settlements was in transportation, communication and other utilities (21,690 employees in 7 agreements) accounting for 42% of the total number of employees covered in the month's settlements. Wage adjustments in this industry division averaged 1.8 per cent, the second largest after the 4.5 per cent increase recorded in public administration. However, the results in public administration are based on a single agreement covering 620 employees. Wage adjustments in the remaining sectors were equal to, or below January's national average. In manufacturing, wage adjustments averaged 1.3 per cent (6 agreements covering 4,970 employees) and in construction wage gains averaged 1.1 per cent (3 agreements covering 9,810 employees). Wage adjustments in the services sector averaged 0.6 per cent for 14,780 employees in 13 agreements. There were no settlements in primary industries or the trade and finance sectors.

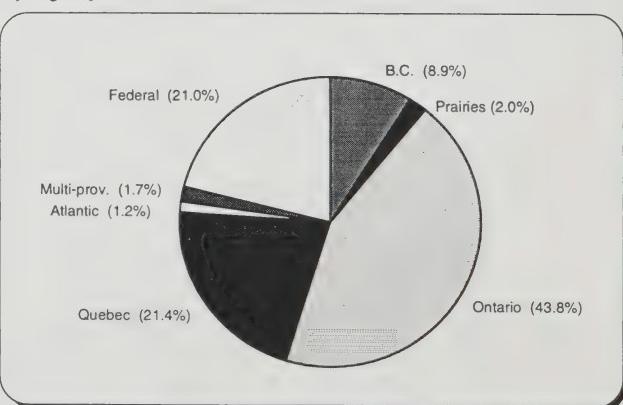
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



The distribution of settlements and employees by region/jurisdiction for the month of January is shown in the accompanying chart and in the table below:

	<u>Agts.</u>	<u>Empls.</u>
Atlantic provinces	1	620
Quebec	4	11,110
Ontario	17	22,710
Prairie provinces	2	1,040
British Columbia	3	4,620
Multi-province	1	900
Federal	2	10,870

**MAJOR SETTLEMENTS REACHED IN JANUARY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (6 agreements)</b>	<b>4,970</b>	<b>1.3</b>	<b>-1.5</b>	<b>57.9</b>	.
Abitibi-Price Inc., production, Alma (Que.)	560	1.8	0.0	84.0	2005-04-30
Brasserie Molson O'Keefe, production, Montreal (Que.)	1,440	1.6	2.0	58.0	2003-12-31
Canadian Fabricated Products Ltd. (subsidiary of Johnson Controls) plant & maintenance empls., Stratford (Ont.)	750	2.0*	0.8	36.0	2001-12-15
Quality Meat Packers Limited, plant & maintenance empl., Toronto (Ont.)	800	-2.8	-17.3	73.0	2004-11-30
Textron Automotive Interiors, plant & maintenance empls., Port Hope (Ont.)	850	3.0	3.6	36.0	2001-12-31
Harmac Pacific Incorporated, mill employees, Nanaimo (B.C.)	570	2.0	0.0	72.0	2003-04-30
<b>Construction (3 agreements)</b>	<b>9,810</b>	<b>1.1</b>	<b>0.5</b>	<b>69.7</b>	.
Association of Provincial Housing Contractors of Quebec, construction trades, province-wide (Que.)	8,410	0.7	0.0	76.0	2001-04-27
Alberta Construction Labour Relations Association, sheet metal workers, province-wide (Alta.)	500	6.1	6.2	24.0	2001-04-30
Canadian Automatic Sprinkler Association, plumbers and pipefitters, Canada-Wide	900	1.8	1.6	36.0	2001-09-30
<b>Transportation, Communication and Other Utilities (7 agreements)</b>	<b>21,690</b>	<b>1.8</b>	<b>1.6</b>	<b>32.5</b>	.
Quebec Urban Community Transit Commission, bus drivers, Quebec (Que.)	700	2.1	1.0	72.0	2003-06-30
Hamilton Street Railway Company, operating employees, Hamilton (Ont.)	500	1.3	1.0	36.0	2001-03-31
Ontario Hydro, scientific & other professionals, province-wide (Ont.)	5,570	2.5	2.5	24.0	2000-12-31
British Columbia Hydro and Power Authority, office and clerical employees, province-wide (B.C.)	2,660	0.6	0.0	60.0	2002-03-31
British Columbia Hydro and Power Authority, utility employees, province-wide (B.C.)	1,390	0.7	0.0	54.0	2002-03-31
BC Tel, telephone operators, office, maintenance empls., province-wide (B.C.)	10,300	2.0	2.0	24.0	2000-12-31
Canadian Freightways Limited, truck drivers, province-wide (Alta.)	570	0.0	0.0	36.0	2000-12-31
<b>Community, Business &amp; Personal Services (13 agreements)</b>	<b>14,780</b>	<b>0.6</b>	<b>0.9</b>	<b>23.8</b>	.
Algoma District School Board, elementary teachers, Sault Ste. Marie (Ont.)	560	1.7	2.0	24.0	2000-08-31
Dufferin Peel Catholic District School Board, secondary teachers, Mississauga (Ont.)	1,450	1.0	1.0	24.0	2000-08-31
Durham District School Board, secondary teachers, Whitby (Ont.)	1,250	0.0	0.0	24.0	2000-08-31
Grand Erie District School Board, elementary teachers, Brantford (Ont.)	1,210	3.9	6.9	24.0	2000-08-31
Greater Essex County District School Board, secondary teachers, Windsor (Ont.)	700	0.0	0.0	24.0	2000-08-31

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**MAJOR SETTLEMENTS REACHED IN JANUARY (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Hamilton-Wentworth Catholic District School Board, secondary teachers, Hamilton (Ont.)	500	1.0	-0.0	24.0	2000-08-31
Hastings and Prince Edward District School Board, elementary teachers, Belleville (Ont.)	710	1.1	2.3	24.0	2000-08-31
Ottawa-Carleton District School Board, elementary teachers, Nepean (Ont.)	2,790	0.0	0.0	24.0	2000-08-31
Peterborough-Victoria-Northumberland & Clarington CDSB, elementary and secondary teachers, Peterborough (Ont.)	670	0.5	1.0	24.0	2000-08-31
Upper Canada District School Board, elementary teachers, Perth (Ont.)	1,300	-0.1	-0.2	24.0	2000-08-31
Upper Canada District School Board, secondary teachers, Perth (Ont.)	900	0.0	0.0	24.0	2000-08-31
York Catholic District School Board, elementary and secondary teachers, Aurora (Ont.)	2,200	0.0	0.0	24.0	2000-08-31
Transcona-Springfield School Division No. 12, elementary and secondary teachers, Transcona (Man.)	540	1.3	1.5	18.0	1998-06-30
<b>Public Administration (1 agreement)</b>	<b>620</b>	<b>4.5</b>	<b>3.0</b>	<b>36.0</b>	.
Halifax Regional Municipality, outside employees, Halifax (N.S.)	620	4.5	3.0	36.0	2000-10-31
Agreement with COLA (1 agreement)	750	2.0	0.8	36.0	
Agreements without COLA (29 agreements)	51,120	1.3	0.9	39.6	
All agreements (30 agreements)	51,870	1.3	0.9	39.5	

<sup>1</sup> Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998				<u>May</u> <u>Jul</u>	<u>Aug</u> <u>Oct</u>	<u>Nov</u> <u>Jan</u>	1998			<u>1999</u> <u>Jan</u>	
				1	2	3	4				Nov	Dec			
<b>All Industries/Jurisdictions</b>															
Average Annual Adjustment	0.9	1.5	1.6	2.0	1.7	1.4	1.7	1.4	1.4	1.8	1.3	2.2	1.3		
Non-COLA	0.6	1.4	1.6	1.9	1.6	1.3	1.7	1.4	1.4	1.7	1.2	2.1	1.3		
COLA	2.5	1.7	2.5	2.8	2.3	2.2	3.2	2.4	1.8	3.3	3.5	3.5	2.0		
First Year Increase	0.7	1.2	1.4	1.4	1.4	0.9	1.8	1.0	1.1	1.8	1.4	2.4	0.9		
Non-COLA	0.5	1.1	1.3	1.3	1.4	0.9	1.7	1.0	1.1	1.8	1.3	2.3	0.9		
COLA	2.5	1.7	2.3	2.6	1.6	1.9	4.5	2.0	1.3	4.5	4.7	5.4	0.8		
<b>Industries</b>															
Primary Industries	1.7	1.7	2.8	-	2.8	-	-	-	-	-	-	-	-	-	-
Manufacturing	2.7	2.2	1.4	2.1	1.1	1.3	1.8	1.1	1.1	1.7	1.9	1.8	1.3		
Construction	0.1	1.6	2.4	2.9	2.7	2.0	2.4	2.9	1.9	1.1	0.9	1.6	1.1		
Transp. & Communication	0.7	1.6	1.9	1.3	2.1	1.7	2.2	2.2	1.7	1.9	1.8	3.2	1.8		
Trade-Finance	0.6	1.7	1.5	1.6	1.1	2.0	1.5	1.4	2.4	1.4	1.4	-	-		
Services	0.6	1.0	1.3	2.0	1.4	1.1	0.9	1.0	1.2	1.1	1.0	1.8	0.6		
Public Administration	0.4	1.4	1.8	1.4	1.7	1.4	2.2	2.1	1.1	2.3	2.4	2.2	4.5		
<b>Jurisdictions</b>															
Newfoundland	2.0	1.7	1.3	1.5	1.1	-	-	1.1	-	-	-	-	-	-	-
Prince Edward Island	1.7	-	2.1	-	2.1	-	2.1	2.1	2.1	2.1	2.1	-	-	-	-
Nova Scotia	1.7	2.0	2.5	2.8	1.9	1.9	1.8	2.0	1.9	2.4	-	1.8	4.5		
New Brunswick	1.7	1.0	1.5	1.4	1.3	2.0	1.7	1.4	2.1	1.5	1.5	1.5	-	-	-
Quebec	1.7	1.3	0.9	1.0	0.4	2.4	1.7	0.5	2.9	1.4	1.3	1.9	1.0		
Ontario	0.9	1.1	1.6	1.5	1.8	2.0	0.8	1.9	1.2	1.0	0.9	0.6	1.1		
Manitoba	0.2	1.1	1.4	2.5	1.3	0.3	1.3	1.7	-0.5	1.3	1.5	0.8	1.3		
Saskatchewan	1.1	0.9	1.8	1.6	2.0	1.4	2.0	2.0	1.4	2.0	2.0	-	-		
Alberta	1.0	2.4	3.0	2.8	3.1	2.5	3.2	3.1	3.4	3.1	2.9	3.0	6.1		
British Columbia	0.6	1.3	0.7	1.0	0.8	0.7	0.9	0.7	0.8	0.9	0.7	2.0	0.8		
Multi-Province	2.3	2.8	1.7	-	-	1.7	-	-	1.7	1.8	-	-	1.8		
Federal Jurisdiction	0.5	1.8	2.1	1.7	2.0	1.8	2.2	2.0	1.8	2.2	1.7	2.3	1.9		
<b>Public Sector</b>	0.5	1.2	1.6	1.8	1.7	1.2	1.7	1.3	1.1	1.8	1.3	2.2	1.2		
<b>Private Sector</b>	1.7	1.8	1.8	2.3	1.6	1.7	2.0	1.6	1.8	1.6	1.5	1.9	1.5		
<b>Consumer Price Index</b>	1.6	1.6	0.9	1.0	1.0	0.9	1.1	1.0	0.8	0.9	1.2	1.0	0.6		

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Abitibi-Consolidated (Que.) and Corner Brook Pulp & Paper Ltd.	CNTU/CEP	1,800	Jan.-Feb. 99
•Saskatchewan Telecommunications	CEP	3,900	March 99
•Alta. Constr. Labour Rel. Assn.	Carpenters	4,000	Feb. 99
•Health Employers Assn. of B.C.	HSA of BC	10,100	March 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	PSAC / PIPS	37,200	B/CO/PCB WS/Tent.	May97-Apr.99
•CBC	CEP/Guild	7,460	B/CO/WS	Mar,Jun,Sep. 98
•SRC (Radio-Canada)	STARF	1,160	B	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC, CPAA	11,700	B	June/Sept. 98
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	Professional Engineers	1,500	Tent.	Dec. 95
•Hydro Quebec	CUPE	11,310	B	Jan. 99
•Govt. of Ontario	OPSEU	50,200	B	Dec. 98
•Ontario hospitals	CUPE / SEIU	33,800	B	Sept./Oct. 95
•Toronto separate schools (elem.)	Ont. Eng. Cath. Teachers Assn.	4,300	Tent.	Aug. 98
•Toronto public schools	CUPE	15,000	WS	Aug. 98
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Toronto Transit Commission	ATU	7,700	B	March 99
•City of Toronto	CUPE (inside workers)	9,000	B	various
•City of Toronto	Firefighters	3,000	B	various
•Manitoba Health Organizations	various unions	17,050	B	Mar.-Apr. 99
•Sask. Assn. of Health Organizations	Nurses	8,200	B	March 99
•Provincial Health Authorities of Alberta	Nurses	14,000	B	March 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,300	TENT.	October 98
<b>Private Sector</b>				
•Air Canada	CUPE/CAW	6,700	B	Oct.98/Apr.99
•Bell Canada (Que. & Ont.)	CEP	12,600	CO	Nov. 98
•CP Rail	CCROU	3,220	B	Dec. 98
•Eastern Canada pulp and paper cos.	various unions	9,640	B	various 98

*Continued on next page*

\*\* Ongoing negotiations on working conditions

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Private Sector</b> (cont'd)				
•Maritime Telegraph and Telephone	Atlantic Comm. & Tech. Workers	1,700	B	Oct. 98
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	Apr/Dec.98
•Nav Canada	various unions	4,440	B/CO	Dec 97
•Brewers Retail (Ont.)	UFCW	4 300	B	Dec.98
•National Steel Car Ltd. (Ont.)	Steelworkers	2,300	CO	April 99
•Pharma Plus Drug Marts (Ont.)	UFCW	1,400	CO	Jan. 99
•TELUS Communications (Alta.)	IBEW	2,620	Tent.	Dec. 97
•Alta. Constr. Labour Rel. Assn.	various unions	5,300	B	April 99
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	B	Sept. 97
•B.C. pulp and paper cos.	CEP/PPWC	1 650	B	April 97
Status*				
ARB arbitration	MED mediation		PMB post-mediation bargaining	
B bargaining	M/W/S mediation after work stoppage		Tent. tentative agreement	
B/W/S bargaining after work stoppage	PAB post-arbitration bargaining		WS work stoppage	
CO conciliation	PCB post-conciliation bargaining			

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Ontario Hospitals	ONA (nurses)	37,000	March 98
•OC Transpo	Transit Union	1,700	May 99
•City of Toronto	CUPE	14,000	various
•JM Schneider (Ont.)	Empls. Assn.	1,560	May 99
•Cominco Ltd. (B.C.)	Steelworkers	1,780	May 99

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

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per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



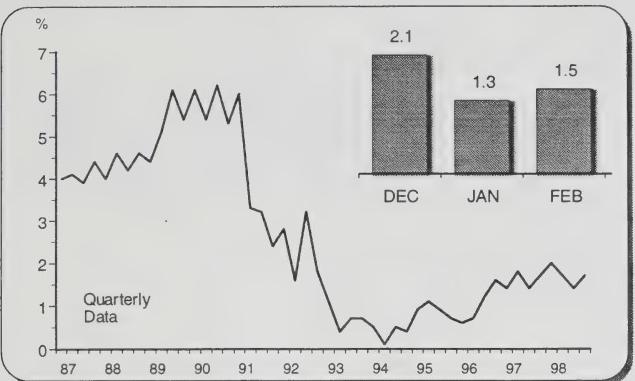


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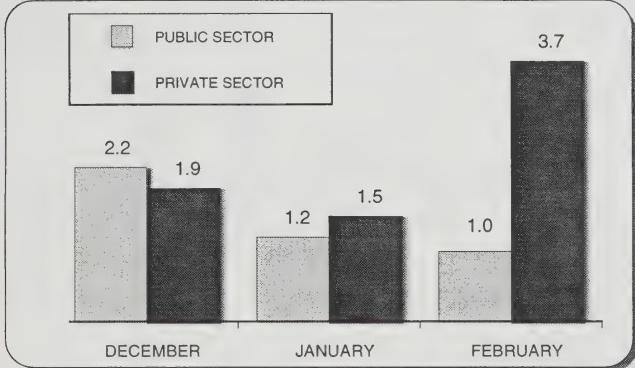
# THE WAGE SETTLEMENTS BULLETIN

April 1999  
Volume 10, Issue 4

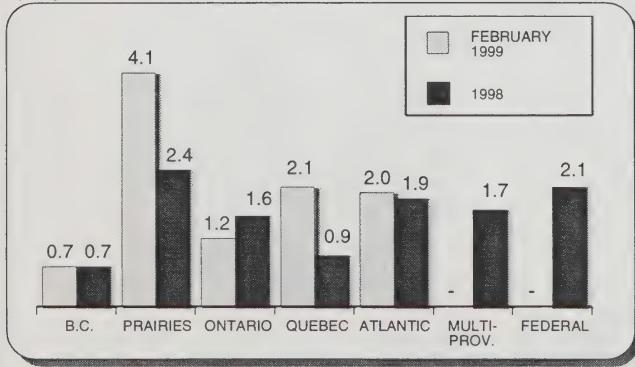
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region / jurisdiction



Le Bulletin existe également en français.

February 1999

Major collective bargaining settlements reached in February 1999 provided base rate wage adjustments averaging **1.5 per cent** annually over the contract-term, up slightly from 1.3 per cent in January and only fractionally lower than 1.6 per cent in the year 1998.

There were 48,040 employees covered by 24 major agreements in February. The previous round of negotiations between these same parties, resulted in wage adjustments averaging 1.9 per cent, a larger gain than in their current settlements.

The February figure (which is employee weighted) was significantly affected by a Health Employers Association of B.C. settlement covering 26,000 nurses province-wide (54% of all employees); the contract provides the nurses with modest wage gains averaging 0.7 per cent annually in a three-year contract. Excluding the nursing settlement, the remaining 23 agreements in February provided for increases averaging 2.5 per cent.

Wage adjustments in February's settlements ranged from a wage freeze for 2,000 teachers with the Toronto Catholic District School Board, to a high of 6.1 per cent for 4,000 carpenters with the Alberta Construction Relations Association.

Wage gains in February were much higher in the private sector (**3.7 per cent**) than in the public sector (**1.0 per cent**). Public sector wage adjustments were moderated in large part by the B.C. nurses' agreement, and the larger private sector figure was amplified by the Alberta carpenters' settlement. In the private sector, there were 8 agreements in February covering 9,500 employees. The overall public sector data cover 38,540 employees in 16 agreements.

On a regional/jurisdictional basis, wage adjustments in February were below the national average of 1.5 per cent in British Columbia (0.7 per cent average increase in a single province-wide agreement with the nurses), and in Ontario (1.2 per cent average for 7,240 employees in 9 agreements). The average wage adjustment was higher than the national average in all remaining jurisdictions; in the Atlantic provinces wage gains averaged 2.0 per cent (1,900 employees in 3 agreements), in Quebec, 2.1 per cent (5,040 employees in 5 agreements), and in the Prairie provinces, 4.1 per cent (7,860 employees in 6 agreements). There were no major settlements in the Federal jurisdiction.



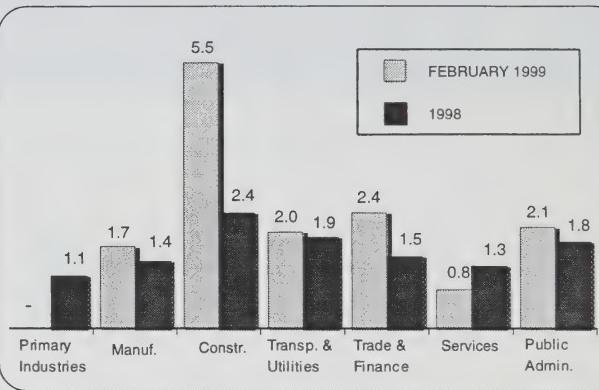
On an industry basis, the largest concentration of employees in February's settlements was in the **services sector** (35,000 employees in 11 agreements) accounting for 73% of all employees covered in the month's settlements; wage adjustments in this industry division averaged **0.8 per cent**, the smallest adjustment of all the industry divisions in February (the nurses' agreement is in this sector). In **manufacturing**, wage adjustments averaged **1.7 per cent** (4 agreements covering 3,000 employees), and in **trade**, wage gains averaged **2.4 per cent** (2 agreements covering 1,480 employees). Wage adjustments in the remaining sectors were above February's national average. In **transportation, communication and other utilities** wage gains averaged 2.0 per cent, but the results are based on a single agreement covering 760 employees. Wage adjustments in **public administration** averaged **2.1 per cent** for 2,950 employees in 4 agreements and in **construction** 2 agreements provided 4,850 employees with wage increases averaging 5.5 per cent. There were no settlements in **primary industries**.

Wage rates were frozen in 1 agreement covering 2,000 employees (4.2% of all employees in the month's settlements). Two agreements involving 27,000 employees (56.2% of all employees), provided for increases below 1.0 per cent. Although a majority of employees received adjustments below 1.0 per cent, the vast majority of settlements (18 of the total of 24) were in the 1.0 to 2.9 per cent range; 10 agreements covering 6,210 employees (12.9% of all employees), provided increases of 1.0 per cent to 1.9 per cent; 8 settlements covering 7,690 employees (16% of all employees), provided increases of 2.0 per cent to 2.9 per cent. Three agreements involving 5,140 employees (10.7% of all employees) resulted in increases of 3.0 per cent and over.

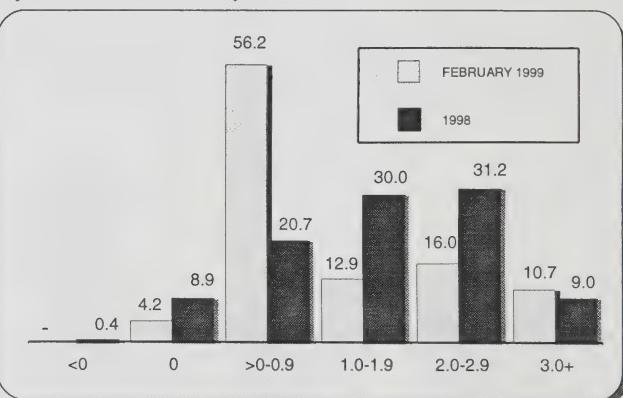
The distribution of settlements and employees by region/jurisdiction for the month of February is shown in the accompanying chart and in the table below:

	<u>Agts.</u>	<u>Empls.</u>
Atlantic provinces	3	1,900
Quebec	5	5,040
Ontario	9	7,240
Prairie provinces	6	7,860
British Columbia	1	26,000

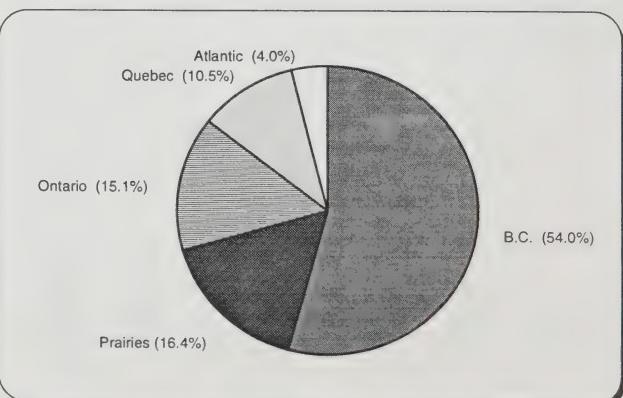
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN FEBRUARY**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (4 agreements)</b>					
Corner Brook Pulp and Paper Limited, mill employees, Corner Brook (Nfld.)	3,000	1.7	0.9	46.5	.
Bombardier inc. (groupe materiel de transport), production, La Pocatiere (Que.)	630	1.8	-0.0	72.0	2004-05-31
C.S. Brooks Canada Inc., production, Magog (Que.)	890	2.4	2.1	60.0	2003-09-30
Stone-Consolidated Inc. (Division Port-Alfred), mill employees, La Baie (Que.)	760	1.3	1.3	12.0	2000-02-16
	720	1.2	-0.0	44.0	2001-12-31
<b>Construction (2 agreements)</b>	4,850	5.5	5.6	26.1	.
Hand Association of Sewer, Watermain and Road Contractors, labourers, Hamilton (Ont.)	850	2.6	2.6	36.0	2001-12-31
Alberta Construction Labour Relations Association, carpenters, province-wide (Alta.)	4,000	6.1	6.2	24.0	2001-04-30
<b>Transportation, Communication and Other Utilities (1 agreement)</b>	760	2.0	2.0	36.0	.
SaskEnergy Inc., office and clerical employees, province-wide (Sask.)	760	2.0	2.0	36.0	2001-01-31
<b>Trade-Finance (2 agreements)</b>	1,480	2.4	0.7	51.7	.
Quebec Area Automobile Dealers Corporation, mechanics, Quebec (Que.)	970	2.6	-0.0	60.0	2002-11-02
Saskatchewan Crop Insurance Corporation, office and clerical employees, Regina (Sask.)	510	2.0	2.0	36.0	2000-09-30
<b>Community, Business &amp; Personal Services (11 agreements)</b>	35,000	0.8	0.4	33.4	.
Government of Newfoundland and Labrador, instructors/yutors/lecturers, province-wide (Nfld.)	640	1.3	0.0	65.0	2001-08-31
Government of Prince Edward Island, office and clerical employees, province-wide (P.E.I.)	630	2.8	2.8	12.0	1999-06-30
McGill University, office and clerical employees, Montreal (Que.)	1,700	2.5	3.5	24.0	2000-11-30
District School Board of Niagara, secondary teachers, St. Catharines (Ont.)	1,000	0.7	1.5	24.0	2000-08-31
Dufferin-Peel Catholic District School Board, plant & maintenance empl., Mississauga (Ont.)	560	1.3	2.0	18.0	1999-09-30
Durham District School Board, teaching assistants, Whitby (Ont.)	580	1.0	1.5	18.0	2000-06-30
Ontario Jockey Club, racetrack employees, province-wide (Ont.)	680	1.5	1.5	48.0	2002-12-31
Toronto Catholic District School Board, secondary teachers, Toronto (Ont.)	2,000	0.0	0.0	24.0	2000-08-31
Seven Oaks School Division No.10, elementary teachers, Seven Oaks (Man.)	640	1.3	1.5	18.0	1998-06-30
Northern Alberta Institute of Technology, administrative services employees, Edmonton (Alta.)	570	3.0	3.0	12.0	1999-07-24
Health Employers Association of British Columbia, nurses, province-wide (B.C.)	26,000	0.7	0.0	36.0	2001-03-31

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**MAJOR SETTLEMENTS REACHED IN FEBRUARY (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Public Administration (4 agreements)</b>	<b>2,950</b>	<b>2.1</b>	<b>2.0</b>	<b>29.6</b>	.
Government of Ontario, engineers, province-wide (Ont.)	500	1.1	0.9	24.0	2000-12-31
Niagara Regional Police Services Board, police officers, Niagara Region (Ont.)	570	3.5	3.5	24.0	1999-12-31
Ontario Housing Corporation, service & maintenance empl., Metropolitan Toronto (Ont.)	500	1.5	1.5	24.0	2000-03-31
City of Saskatoon, inside & outside empls., Saskatoon (Sask.)	1,380	2.0	2.0	36.0	2000-12-31
<b>Agreement with COLA (0 agreement)</b>	-	-	-	-	-
<b>Agreements without COLA (24 agreements)</b>	<b>48,040</b>	<b>1.5</b>	<b>1.1</b>	<b>33.9</b>	
<b>All agreements (24 agreements)</b>	<b>48,040</b>	<b>1.5</b>	<b>1.1</b>	<b>33.9</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustment in base rates)**

	1996 1997 1998			1998				Year to Date	Jun	Sep	Dec	1998 1999			
	1	2	3	4								Dec	Jan	Feb	
<b>All Industries/Jurisdictions</b>															
Average Annual Adjustment	0.9	1.5	1.6		2.0	1.7	1.4	1.7	1.4	1.3	1.4	1.8	2.1	1.3	1.5
Non-COLA	0.6	1.4	1.6		1.9	1.6	1.3	1.6	1.4	1.3	1.4	1.8	2.1	1.3	1.5
COLA	2.5	1.7	2.5		2.8	2.3	2.2	3.2	2.0	2.4	2.1	3.2	3.5	2.0	-
First Year Increase	0.7	1.2	1.3		1.4	1.4	0.9	1.8	1.0	0.9	1.4	1.8	2.3	1.0	1.1
Non-COLA	0.5	1.1	1.3		1.3	1.4	0.9	1.7	1.1	0.9	1.3	1.7	2.2	1.0	1.1
COLA	2.5	1.7	2.3		2.6	1.6	1.9	4.6	0.9	1.9	2.4	4.5	5.4	0.9	-
<b>Industries</b>															
Primary Industries	1.7	1.7	1.1		-	2.8	-	0.0	-	-	0.0	-	-	-	-
Manufacturing	2.7	2.2	1.4		2.1	1.1	1.3	1.8	1.5	0.7	1.4	1.7	1.8	1.3	1.7
Construction	0.1	1.6	2.4		2.9	2.7	2.0	2.4	2.6	2.3	2.3	2.5	1.6	1.1	5.5
Transp. & Communication	0.7	1.6	1.9		1.3	2.1	1.7	2.2	1.8	1.9	2.0	1.9	3.2	1.8	2.0
Trade-Finance	0.6	1.7	1.5		1.6	1.1	2.0	1.5	2.4	1.4	1.7	2.4	-	-	2.4
Services	0.6	1.0	1.3		2.0	1.4	1.1	0.9	0.8	1.0	1.1	1.0	1.8	0.7	0.8
Public Administration	0.4	1.4	1.8		1.4	1.7	1.4	2.2	2.5	1.4	1.9	2.2	2.2	4.5	2.1
<b>Jurisdictions</b>															
Newfoundland	2.0	1.7	1.3		1.5	1.1	-	-	1.6	1.1	-	1.6	-	-	1.6
Prince Edward Island	1.7	-	2.1		-	2.1	-	2.1	2.8	-	2.1	2.8	-	-	2.8
Nova Scotia	1.7	2.0	2.5		2.8	1.9	1.9	1.8	4.5	1.8	2.0	2.4	1.8	4.5	-
New Brunswick	1.7	1.0	1.5		1.4	1.3	2.0	1.7	-	1.5	1.7	1.5	1.5	-	-
Quebec	1.7	1.3	0.9		1.0	0.4	2.4	1.7	1.4	0.4	2.0	1.6	1.9	1.0	2.1
Ontario	0.9	1.1	1.6		1.5	1.8	2.0	0.8	1.2	2.1	1.0	1.1	0.6	1.2	1.2
Manitoba	0.2	1.1	1.4		2.5	1.3	0.3	1.3	1.3	1.9	0.6	1.0	0.8	1.3	1.3
Saskatchewan	1.1	0.9	1.8		1.6	2.0	1.4	2.0	2.0	1.8	2.0	2.0	-	-	2.0
Alberta	1.1	2.4	2.9		2.8	3.1	2.5	2.9	5.8	3.5	3.0	4.2	3.0	6.1	5.7
British Columbia	0.6	1.3	0.7		1.0	0.8	0.7	0.9	0.7	0.7	1.0	0.7	2.0	0.8	0.7
Multi-Province	2.3	2.8	1.7		-	-	1.7	-	1.8	1.7	1.7	1.8	-	1.8	-
Federal Jurisdiction	0.5	1.8	2.1		1.7	2.0	1.8	2.2	1.9	1.7	2.0	2.2	2.2	1.9	-
<b>Public Sector</b>	0.5	1.2	1.5		1.8	1.7	1.2	1.6	1.1	1.3	1.2	1.8	2.2	1.2	1.0
<b>Private Sector</b>	1.7	1.8	1.8		2.3	1.6	1.7	1.9	2.1	1.4	1.9	2.0	1.9	1.5	3.7
<b>Consumer Price Index</b>	1.6	1.6	0.9		1.0	1.0	0.9	1.1	0.7	0.9	1.0	0.8	1.0	0.6	0.7

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Govt. of Canada	PSAC / PIPS	14,270	March 99
•CBC (system-wide, english)	CEP/Guild	7,460	April 99
•Hydro Quebec	Professional Engineers	1,500	March 99
•Toronto public schools	CUPE	15,000	March 99
•Govt. of Ontario	OPSEU	50,000	March 99
•Algoma Steel	Steelworkers	4,700	April 99
•TELUS Communications (Alta.)	IBEW	2,550	March 99
•Weldwood of Canada	CEP	680	April 99

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Employer	Union	Number of employees	Status*	Expiry month
<b><u>Public Sector</u></b>				
•Govt. of Canada	PSAC	28,210	B/CO/PCB WS/Tent.	May97-Apr.99
•SRC (Radio-Canada)	STARF	1,160	B	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC, CPAA	11,700	B	June/Sept. 98
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
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•Toronto separate schools (elem.)	Ont. Eng. Cath. Teachers Assn.	4,300	PCB	Aug. 98
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Toronto Transit Commission	ATU	7,700	PCB	March 99
•City of Toronto	CUPE (inside workers)	9,000	B	various
•City of Toronto	Firefighters	3,000	B	various
•Manitoba Health Organizations	various unions	17,050	B/MED	Mar.-Apr. 99
•Sask. Assn. of Health Organizations	Nurses	8,200	WS	March 99
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*Continued on next page*

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Employer	Union	Number of employees	Status*	Expiry month
<b>Private Sector</b> (cont'd)				
•Maritime Telegraph and Telephone	Atlantic Comm. & Tech. Workers	1,700	B	Oct. 98
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	Apr/Dec.98
•Nav Canada	various unions	4,440	B/CO	Dec 97
•Brewers Retail (Ont.)	UFCW	4,300	CO	Dec.98
•National Steel Car Ltd. (Ont.)	Steelworkers	2,300	WS	April 99
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•Western Canada pulp and paper cos.	CEP/PPWC	1,150	B	April 97

### Status\*

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/W/S	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

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per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

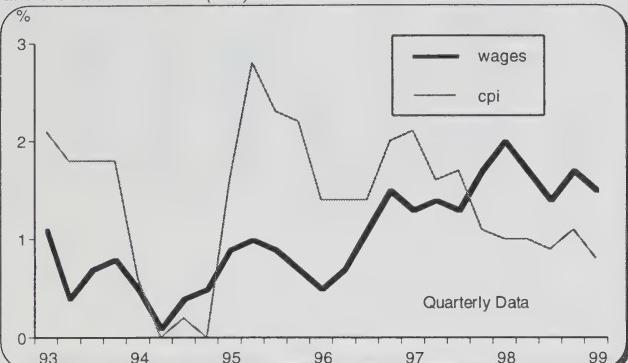




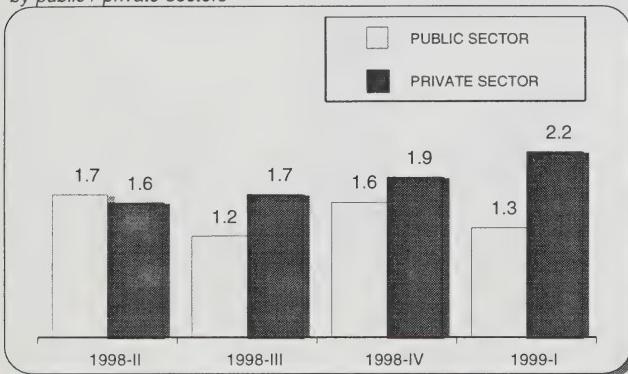
# THE WAGE SETTLEMENTS BULLETIN

May 1999  
Volume 10, Issue 5

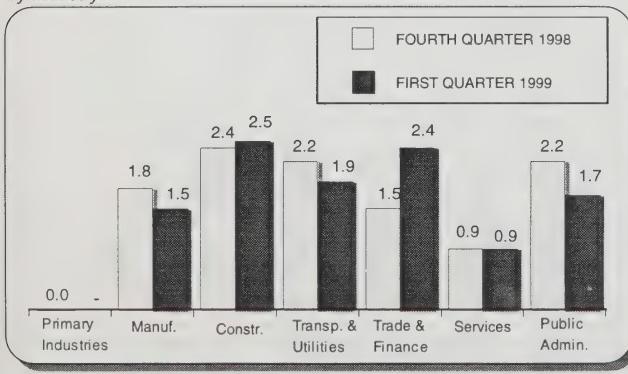
Perspective on base rate percentage adjustments from major settlements, and the rate of inflation (CPI)



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by industry



Le Bulletin existe également en français.

The major collective bargaining settlements reached in the **first quarter 1999** provided base rate wage adjustments averaging **1.5 per cent** annually over the contract-term, slightly lower than the 1.7 per cent figure in the previous quarter and 1.6 per cent for the year 1998. The first quarter data are based on 94 major agreements covering 237,360 employees.

Wage adjustments from the first quarter settlements were over two times the rate in the contracts they replaced. The previous round of negotiations between these same parties, resulted in wage adjustments averaging 0.6 per cent. This is due in large part to the more numerous public sector settlements with current increases, whereas they were subject to wage restraints in their previous contracts. However, public sector adjustments in the first quarter remain lower than those in the private sector.

Wage adjustments in the **private sector** averaged **2.2 per cent** in the first quarter, compared to **1.3 per cent** in the **public sector**. The private sector data resulted from 24 agreements with a coverage of 52,000 employees; the public sector data are based on 70 agreements covering 185,360 employees.

Wage adjustments (in both the public and private sectors) outpaced the rate of inflation in the first quarter. The percentage change in the Consumer Price Index during the first quarter was 0.8% compared to the 1.5% increase in wage adjustments from major settlements. Since 1993, wage gains in the public sector were usually substantially below the rate of inflation until the fourth quarter of 1997; private sector wage adjustments were often modestly above the inflation rate during the entire period up to today.

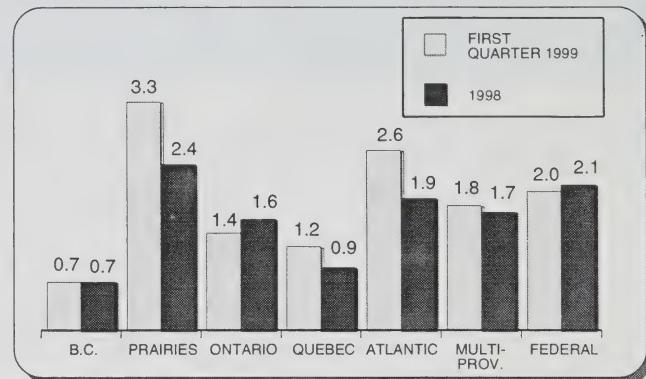
The incidence of contracts containing a cost-of-living agreement (COLA) has dropped dramatically over the years. Only one of the 94 contracts settled in the first quarter 1999 had a COLA provision.

On an industry basis, the **services sector** had the largest concentration of employees in first quarter settlements (101,450 employees in 43 agreements accounting for 43% of all workers); wage adjustments in this industry division averaged **0.9 per cent**, the smallest adjustment of all the industry divisions. In **manufacturing**, wage adjustments averaged **1.5 per cent** (10 agreements covering 7,970 employees), equal to the quarterly national average. Wage adjustments in all remaining sectors were above the national average.

In public administration, wage adjustments averaged 1.7 per cent for 65,500 employees in 17 agreements and in transportation, communication and other utilities wage gains averaged 1.9 per cent in 13 agreements covering 32,000 employees. In trade, wage gains averaged 2.4 per cent but the results are based on only 2 agreements covering 1,480 employees. The largest increases were in the construction sector with 9 agreements providing 28,960 employees with wage adjustments averaging 2.5 per cent. There were no settlements in primary industries.

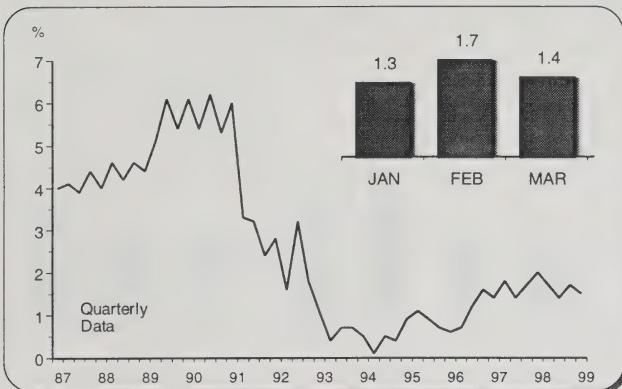
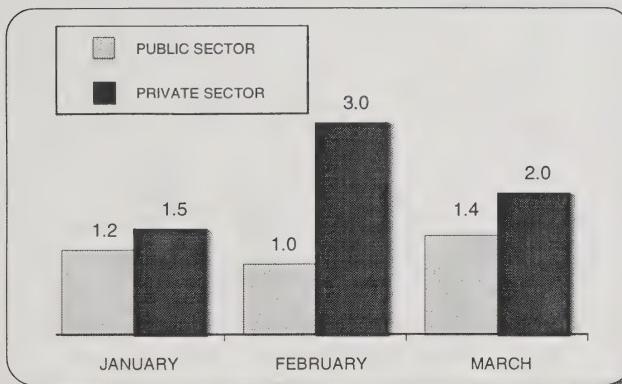
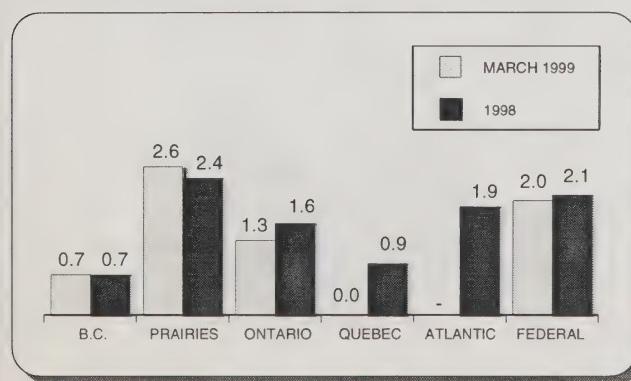
On a regional/jurisdictional basis, the largest concentration of employees was in Ontario (115,440 employees in 50 agreements accounting for 49% of all workers); wage adjustments in Ontario averaged 1.4 per cent. The smallest increase was in British Columbia where 48,720 employees received wage adjustments averaging 0.7 per cent. The largest average figure was in the Prairie provinces at 3.3 per cent (19,050 employees in 15 agreements). In the Atlantic provinces wage gains averaged 2.6 per cent (2,520 employees in 4 agreements), in Quebec, 1.2 per cent (17,650 employees in 10 agreements), and in the Federal jurisdiction, 2.0 per cent (33,080 employees in 8 agreements). There was a single multi-province agreement providing 900 employees wage gains of 1.8 per cent.

*Base rate percentage adjustments in major settlements, by region / jurisdiction*



*Wage adjustments (%) from major settlements, and increases in the CPI (%), by quarter, 1993-1999*

	Public sector			Private sector			All			CPI
	agts.	empls.	% adj.	agts.	empls.	% adj.	agts.	empls.	% adj.	%
1993 Q1	56	83,906	2.6	29	54,931	0.1	85	138,837	1.6	2.1
	119	385,705	0.3	50	112,055	0.7	169	497,760	0.4	1.7
	105	451,799	0.6	44	63,077	1.3	149	494,876	0.7	1.8
	67	110,593	0.2	48	170,405	1.0	115	280,998	0.7	1.8
1994 Q1	67	100,575	0.4	31	38,432	0.8	98	139,007	0.5	0.6
	144	426,411	-0.1	41	55,959	1.7	185	482,370	0.1	0.0
	39	86,157	-0.1	28	63,240	1.0	67	149,397	0.4	0.1
	49	106,681	0.0	35	65,128	1.2	84	171,809	0.5	0.0
1995 Q1	41	138,095	0.6	35	45,333	1.9	76	183,428	0.9	1.6
	58	96,011	0.8	65	92,336	1.3	123	188,347	1.0	2.8
	34	87,534	0.4	59	113,444	1.2	93	200,978	0.9	2.4
	83	309,235	0.7	27	26,810	1.6	110	336,045	0.7	2.1
1996 Q1	51	120,475	0.2	32	46,318	1.3	83	166,793	0.5	1.4
	75	287,887	0.6	48	46,629	1.6	123	334,516	0.7	1.4
	48	81,383	0.5	49	64,915	1.8	97	146,298	1.1	1.4
	39	76,189	0.8	35	86,009	2.0	74	162,198	1.5	2.0
1997 Q1	52	88,240	1.0	30	40,380	2.1	82	128,620	1.3	2.1
	72	98,845	0.8	60	147,134	1.9	132	245,979	1.4	1.7
	34	44,560	0.9	41	90,680	1.5	75	135,240	1.3	1.7
	62	138,790	1.7	29	45,910	1.8	91	184,700	1.7	1.0
1998 Q1	44	96,660	1.8	23	38,260	2.3	67	134,920	2.0	1.0
	55	158,310	1.7	68	109,620	1.6	123	267,930	1.7	1.0
	51	185,870	1.2	49	81,890	1.7	100	267,760	1.4	0.9
	67	204,250	1.6	33	37,800	1.9	100	242,050	1.7	1.1
1999 Q1	70	185,360	1.3	24	52,000	2.2	94	237,360	1.5	0.8

*Perspective on base rate percentage adjustments from major settlements***March 1999***Base rate percentage adjustments from major settlements, by public / private sectors**Base rate percentage adjustments in major settlements, by region / jurisdiction*

Major settlements reached in **March 1999** provided base rate wage adjustments averaging **1.4 per cent** annually over the contract-term, slightly lower than the 1.7 per cent figure in February and 1.6 per cent for the year 1998.

There were 122,000 employees covered by 34 major agreements in March. The previous round of negotiations between these same parties, resulted in wage adjustments averaging 0.4 per cent, a much smaller gain than in their current settlements.

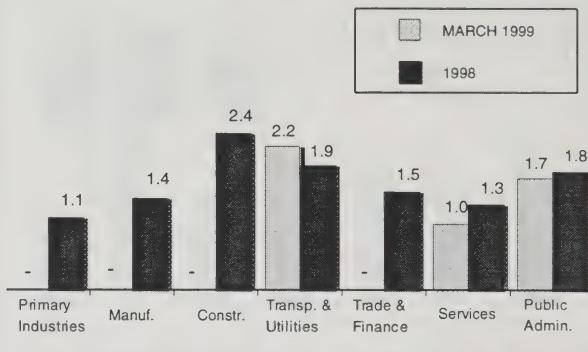
Wage adjustments in March's settlements ranged from a wage freeze for 3,000 lecturers and tutors in an Ontario education sector settlement, to a high of 3.9 per cent for 560 office employees in an Alberta school board contract.

Settlements in March were almost exclusively in the **public sector** (33 of the 34 agreements). Public sector wage adjustments averaged **1.4 per cent** for 119,450 employees. Included are various settlements with the Government of Canada, the Government of Ontario, the Government of Alberta, the Government of the Northwest Territories, the Government of Yukon Territory, Saskatchewan Telecommunications, the Toronto Hydro-electric Commission and many education sector agreements. In the **private sector**, a single agreement between Telus Communications Inc. and its 2,550 craft and services employees, provided wage gains averaging **2.0 per cent**.

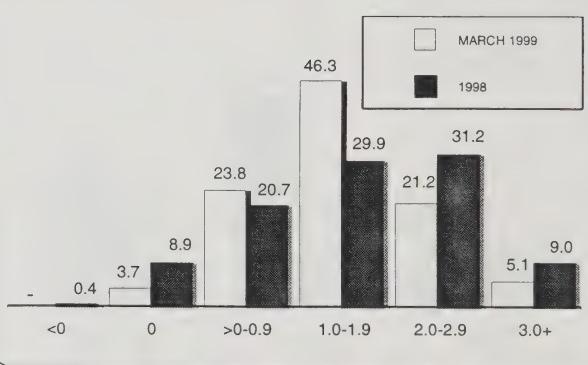
On a regional/jurisdictional basis, settlements in March were predominantly located in Ontario (53% of agreements and 57.5% of employees); wage adjustments in this jurisdiction averaged 1.3 per cent for 70,040 employees. A wage freeze for 1,500 employees in Quebec (1.2% of all employees) represented the only wage settlement in the province. In British Columbia 2 agreements provided 18,100 employees (14.8% of all employees) with wage adjustments averaging 0.7 per cent. The average wage adjustment was higher than the national average in all remaining jurisdictions; in the Prairie provinces, wage increases averaged 2.6 per cent (8.3% of all employees), and in the Federal jurisdiction 2.0 per cent (18.2% of all employees). There were no major settlements in the Atlantic provinces.

All major settlements in March were concentrated in 3 major industry divisions. The largest concentration of employees in March's settlements was in **public administration** (61,930 employees in 12 agreements, accounting for 51% of all employees covered in the month's settlements); wage adjustments in this industry division averaged **1.7 per cent**. The second largest concentration of employees (41%) was in the **services sector**, with 17 agreements covering 50,520 workers; wage increases averaged **1.0 per cent**. Wage adjustments in **transportation, communication and other utilities** averaged 2.2 per cent, resulting from 5 agreements covering 9,550 employees (8% of all employees); the single private sector settlement in March is in this industry division. There were no settlements in **primary industries, manufacturing, construction and the trade-finance sectors**.

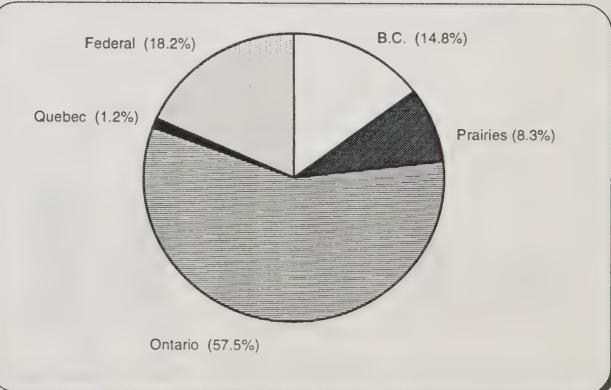
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



The distribution of settlements and employees by region/jurisdiction for the month of March is shown in the accompanying chart and in the table below:

	Amts.	Empls.
Atlantic provinces	-	-
Quebec	1	1,500
Ontario	18	70,040
Prairie provinces	7	10,150
British Columbia	2	18,100
Federal jurisdiction	6	22,210

**MAJOR SETTLEMENTS REACHED IN MARCH**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Transportation, Communication and Other Utilities ( 5 agreements)</b>	<b>9,550</b>	<b>2.2</b>	<b>2.3</b>	<b>30.8</b>	.
Hydro-Quebec, engineers, province-wide (Que.)	1,500	0.0	0.0	36.0	1998-12-31
Toronto Hydro-Electric Commission, hourly rated employees, Toronto (Ont.)	960	1.7	2.5	24.0	2001-01-31
Toronto Hydro-Electric Commission, salaried employees, Toronto (Ont.)	640	1.7	2.5	24.0	2001-01-31
Saskatchewan Telecommunications, technical empls. & telephone operators, province-wide (Sask.)	3,900	3.3	3.4	36.0	2001-03-24
TELUS Communications Inc., craft and service employees, province-wide (Alta.)	2,550	2.0	2.0	24.0	2000-12-31
<b>Community, Business &amp; Personal Services ( 17 agreements)</b>	<b>50,520</b>	<b>1.0</b>	<b>0.5</b>	<b>31.4</b>	.
Carleton University, teaching assistants, Ottawa (Ont.)	1,200	3.0	3.0	24.0	2000-08-31
Government of Ontario, health service-non-professionals, province-wide (Ont.)	9,140	1.4	1.0	36.0	2001-12-31
Niagara Catholic District School Board, support employees, Welland (Ont.)	850	1.2	2.1	40.0	2001-12-31
Toronto District School Board, Instructors/Tutors/Lecturers, Toronto (Ont.)	3,000	0.0	0.0	24.0	2000-08-31
Toronto District School Board, custodial, Toronto (Ont.)	3,300	0.5	0.0	24.0	2000-08-31
Toronto District School Board, office and clerical employees, Toronto (Ont.)	7,600	0.5	-0.0	24.0	2000-08-31
York Catholic District School Board, office and clerical employees, Aurora (Ont.)	620	1.1	1.0	32.0	2001-08-31
York Region District School Board, office and clerical employees, Aurora (Ont.)	980	1.1	1.0	32.0	2001-08-31
York Region District School Board, service & maintenance empl., Aurora (Ont.)	600	1.1	1.0	32.0	2001-08-31
Manitoba Lotteries Corporation, casino empls., Winnipeg (Man.)	1,030	2.0	2.0	12.0	2000-03-25
University of Manitoba, support employees, Winnipeg (Man.)	1,800	1.3	1.0	36.0	2001-09-30
University of Regina, professors, Regina (Sask.)	600	1.4	1.0	42.0	2002-06-30
Black Gold Regional Division No. 18, elementary and secondary teachers, Nisku (Alta.)	510	3.8	4.5	24.0	2000-08-31
Board of School Trustees of the Edmonton Catholic Reg. Div. No 40, office and clerical employees, Edmonton (Alta.)	560	3.9	3.9	12.0	1999-08-31
Health Employers Association of British Columbia, para-medical professional employees, province-wide (B.C.)	10,100	0.7	0.0	36.0	2001-03-31
Post-Secondary Employers' Association, post-secondary, non university teachers, province-wide (B.C.)	8,000	0.7	0.0	36.0	2001-03-31
Government of the Yukon, elementary and secondary teachers, territory-wide (Y.T.)	630	1.5	1.5	24.0	2000-06-30
<b>Public Administration (12 agreements)</b>	<b>61,930</b>	<b>1.7</b>	<b>1.4</b>	<b>32.7</b>	.
Government of Ontario, office administrative employees, province-wide (Ont.)	16,580	1.4	1.0	36.0	2001-12-31
Government of Ontario, administrative services employees, province-wide (Ont.)	11,000	1.4	1.0	36.0	2001-12-31

**MAJOR SETTLEMENTS REACHED IN MARCH (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Government of Ontario, correctional officers, province-wide (Ont.)	5,760	1.4	1.0	36.0	2001-12-31
Government of Ontario, operational & maintenance empl., province-wide (Ont.)	2,280	1.4	1.0	36.0	2001-12-31
Government of Ontario, technical services employees, province-wide (Ont.)	4,070	1.4	1.0	36.0	2001-12-31
Niagara Parks Commission, recreational employees, Niagara Falls (Ont.)	780	2.0	2.0	24.0	2000-10-31
Regional Municipality of Niagara, office and clerical employees, Niagara Region (Ont.)	680	2.3	3.0	36.0	2001-12-31
Government of Alberta, technical employees, province-wide (Alta.)	1,750	2.3	2.4	24.0	1999-08-31
Government of Canada, ship maintenance, Halifax (N.S.)	760	2.3	2.5	24.0	1999-12-31
Government of Canada, correctional officers, Canada-wide	4,610	2.2	2.5	36.0	2000-05-30
Government of Canada, scientific & other professionals, Canada-wide	9,660	2.0	2.0	24.0	1999-06-21
Government of the Northwest Territories, office and clerical employees, territory-wide (N.W.T.)	4,000	2.0	2.0	24.0	2000-03-31
Agreement with COLA (0 agreement)	-	-	-	-	-
Agreements without COLA (34 agreements)	122,000	1.4	1.1	32.0	
All agreements (34 agreements)	122,000	1.4	1.1	32.0	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998				1999	1999			
				1	2	3	4		Jan	Feb	Mar	
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	1.5	1.6	2.0	1.7	1.4	1.7	1.5	1.3	1.7	1.4	
Non-COLA	0.6	1.4	1.6	1.9	1.6	1.3	1.7	1.5	1.3	1.7	1.4	
COLA	2.5	1.7	2.5	2.8	2.3	2.2	3.2	2.0	2.0	-	-	
First Year Adjustment	0.7	1.2	1.4	1.4	1.4	0.9	1.8	1.2	1.0	1.5	1.1	
Non-COLA	0.5	1.1	1.3	1.3	1.4	0.9	1.7	1.2	1.0	1.5	1.1	
COLA	2.5	1.7	2.3	2.6	1.6	1.9	4.6	0.9	0.9	-	-	
<b>Industries</b>												
Primary Industries	1.7	1.7	1.1	-	2.8	-	0.0	-	-	-	-	
Manufacturing	2.7	2.2	1.4	2.1	1.1	1.3	1.8	1.5	1.3	1.7	-	
Construction	0.1	1.6	2.4	2.9	2.7	2.0	2.4	2.5	1.1	3.2	-	
Transp. & Communication	0.7	1.6	1.9	1.3	2.1	1.7	2.2	1.9	1.8	2.0	2.2	
Trade-Finance	0.6	1.7	1.5	1.6	1.1	2.0	1.5	2.4	-	2.4	-	
Services	0.6	1.0	1.3	2.0	1.4	1.1	0.9	0.9	0.7	0.8	1.0	
Public Administration	0.4	1.4	1.8	1.4	1.7	1.4	2.2	1.7	4.5	2.1	1.7	
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	1.5	1.1	-	-	1.6	-	1.6	-	
Prince Edward Island	1.7	-	2.1	-	2.1	-	2.1	2.8	-	2.8	-	
Nova Scotia	1.7	2.0	2.5	2.9	1.9	1.9	1.8	4.5	4.5	-	-	
New Brunswick	1.7	1.0	1.5	1.4	1.3	2.0	1.7	-	-	-	-	
Quebec	1.7	1.3	0.9	1.0	0.4	2.4	1.7	1.2	1.0	2.1	0.0	
Ontario	0.9	1.1	1.6	1.5	1.8	2.0	0.8	1.4	1.2	2.0	1.3	
Manitoba	0.2	1.1	1.4	2.5	1.3	0.3	1.3	1.5	1.3	1.3	1.6	
Saskatchewan	1.1	0.9	1.8	1.6	2.0	1.4	2.0	2.6	-	2.0	3.0	
Alberta	1.1	2.4	2.9	2.8	3.1	2.5	2.9	4.7	6.1	5.7	2.9	
British Columbia	0.6	1.3	0.7	1.0	0.8	0.7	0.9	0.7	0.8	0.7	0.7	
Multi-Province	2.3	2.8	1.7	-	-	1.7	-	1.8	1.8	-	-	
Federal Jurisdiction	0.5	1.8	2.1	1.7	2.0	1.8	2.2	2.0	1.9	-	2.0	
<b>Public Sector</b>	0.5	1.2	1.5	1.8	1.7	1.2	1.6	1.3	1.2	1.0	1.4	
<b>Private Sector</b>	1.7	1.8	1.8	2.3	1.6	1.7	1.9	2.2	1.5	3.0	2.0	
<b>Consumer Price Index</b>	1.6	1.6	0.9	1.0	1.0	0.9	1.1	0.8	0.6	0.7	1.0	

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Govt. of Canada	PIPS & Radio Operators	6,050	May 99
•Air Canada	CAW	3,400	April 99
•Eastern Canada pulp and paper cos. (Abitibi, Bowater, EB Eddy)	CEP	1,500	April 99
•Brewers Retail (Ont.)	UFCW	5,200	May 99
•Toronto separate schools (elem.)	Ont. Eng. Cath. Teachers Assn.	3,800	April 99
•Alta. Constr. Labour Rel. Assn.	Iron Workers	800	April 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	various unions	119,370	B/CO/Tent.	Oct.98/June99
•SRC (Radio-Canada)	STARF	1,160	B	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC, CPAA	11,700	CO/Tent.	June/Sept. 98
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	CUPE	11,310	WS†	Jan. 99
•Ontario hospitals	CUPE / SEIU	33,800	ARB	Sept./Oct. 95
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	10,000	B	various
•City of Toronto	Firefighters	3,000	B	various
•City of Toronto	CUPE	17,200	B	various
•OC Transpo	Transit Union	1,700	B	May 99
•Manitoba Health Organizations	various unions	17,050	B/Tent.	Mar.-Apr. 99
•Sask. Assn. of Health Organizations	Nurses	8,200	B	March 99
•Provincial Health Authorities of Alberta	Nurses	14,000	MED	March 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,300	MED	October 98
<b>Private Sector</b>				
•Air Canada	CUPE/IAM	10,930	B/CO	Oct.98/June99
•Bell Canada (Que. & Ont.)	CEP	9,500	WS/Tent.	Nov. 98
•CP Rail	CCROU	3,220	B	Dec. 98
•Eastern Canada pulp and paper cos.	CEP	7,890	B	various 98

*Continued on next page*

\*\* Ongoing negotiations on working conditions

† 1,500 employees on work stoppage; remaining employees declared essential

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Private Sector (cont'd)</b>				
•Maritime Telegraph and Telephone	Atlantic Comm. & Tech. Workers	1,700	B	Oct. 98
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	Apr/Dec.98
•Nav Canada	various unions	4,440	B/CO	Dec 97
•National Steel Car Ltd. (Ont.)	Steelworkers	2,300	WS	April 99
•Pharma Plus Drug Marts (Ont.)	UFCW	1,400	CO	Jan. 99
•Alta. Constr. Labour Rel. Assn.	various unions	4,500	B	April 99
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	CO	Sept. 97
•Cominco Ltd. (B.C.)	Steelworkers	1,620	B	May 99
Status*				
ARB arbitration	MED mediation		PMB post-mediation bargaining	
B bargaining	M/W/S mediation after work stoppage		Tent. tentative agreement	
B/W/S bargaining after work stoppage	PAB post-arbitration bargaining			
CO conciliation	PCB post-conciliation bargaining		WS work stoppage	

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Ontario Hospitals	ONA (nurses)	37,000	March 98
•Ontario Hospitals	OPSEU	5,000	March 99

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

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**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

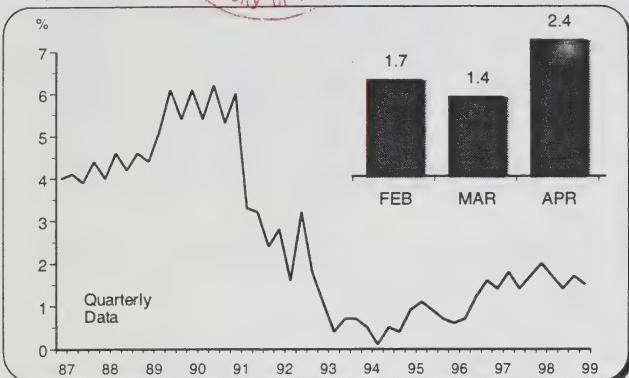




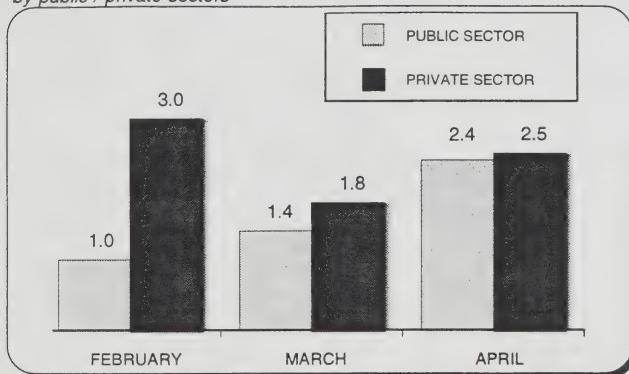
# THE WAGE SETTLEMENTS BULLETIN

June 1999  
Volume 10, Issue 6

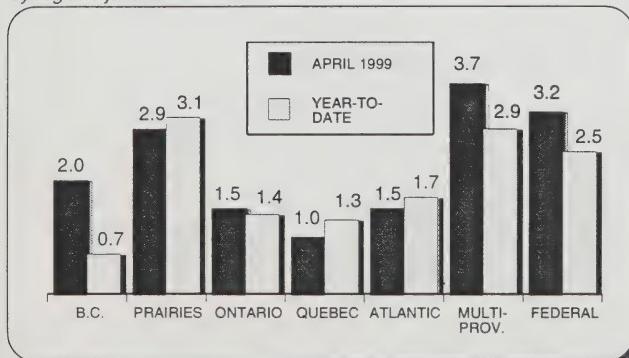
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region / jurisdiction



Le Bulletin existe également en français.

April 1999

Major collective bargaining settlements reached in **April 1999** provided base rate wage adjustments averaging **2.4 per cent** annually over the contract-term, up from 1.4 per cent in March and 1.6 per cent in the year 1998.

The April results are based on a review of 33 agreements and 57,710 employees. In the previous round of negotiations, the resulting wage adjustments for the 33 April contracts averaged 1.6 per cent, compared to the 2.4 per cent in the current settlements.

**Private-sector** wage adjustments yielded an average increase of **2.5 per cent** in April, up from the 1.8 per cent average in March but lower than the 3.0 per cent average in February (the average for the year 1998 was 1.8 per cent). The April private-sector results are based on a coverage of 19,700 employees in 20 agreements. Private-sector wage adjustments ranged from a wage increase of 0.6 per cent for 570 maintenance employees with the Corporation of Building Maintenance Employers of Quebec, to 6.1 per cent for 800 construction workers with the Alberta Construction Labour Relations Association and 500 painters with the Alberta Painting Contractors Association.

Wage increases for 38,010 **public sector** employees in 13 agreements averaged **2.4 per cent**, up from 1.4 per cent in March, and the largest increase since the 2.5 per cent figure recorded in January 1998 (the average for the year 1998 was 1.6 per cent). April 1999 wage adjustments in this sector ranged from 0.5 per cent for 3,900 elementary school teachers with the Toronto CDSB, to a high of 3.3 per cent for 2,720 employees with the Canadian Broadcasting Corporation.

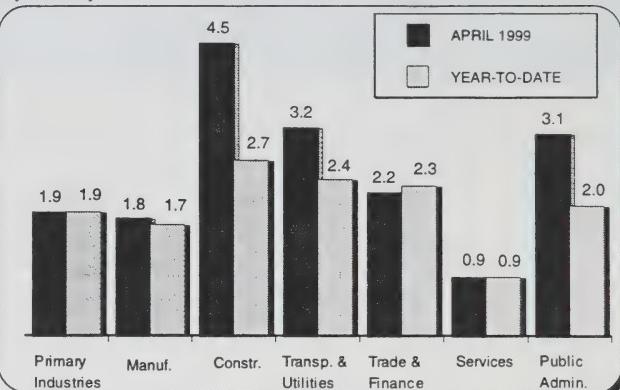
Wage gains in April were only fractionally higher in the **private sector** (**2.5 per cent**) than in the **public sector** (**2.4 per cent**). Public-sector wage adjustments were until recently, significantly lower than those in the private sector.

On a regional/jurisdictional basis, wage adjustments in April were below the national average of 2.4 per cent in the Atlantic provinces (1.5 per cent average increase), in Quebec (1.0 per cent average increase) in Ontario (1.5 per cent) and in British Columbia (2.0 per cent). The average wage adjustment was higher than the national average in all remaining jurisdictions; in the Prairie provinces (2.9 per cent), in the Federal jurisdiction (3.2 per cent) and in 2 multi-province agreements (3.7 per cent).

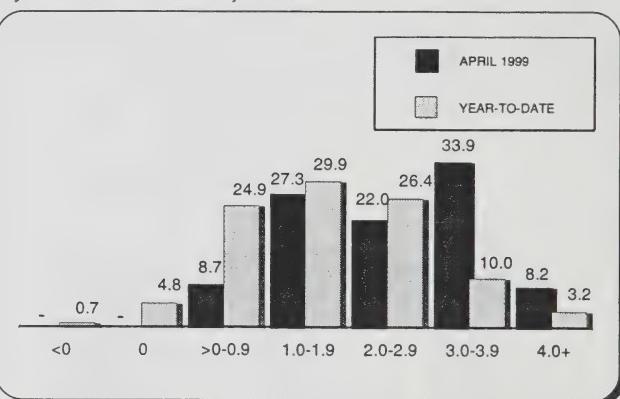
On an industry basis, the largest concentration of employees in April's settlements was in **public administration** (16,350 employees in 2 agreements); wage adjustments in this industry division averaged **3.1 per cent**. The largest increase of all the industry divisions in April was in **construction** with 4 agreements providing 2,400 employees with wage increases averaging **4.5 per cent**. The second largest increase was in **transportation, communication and other utilities** with wage gains averaging **3.2 per cent** for 13,250 employees in 7 agreements. In **trade**, wage gains averaged **2.2 per cent** in a single agreement covering 800 employees. In **primary industries**, wage gains averaged **1.9 per cent** (2 agreements covering 1,930 employees) and in **manufacturing**, wage increases averaged **1.8 per cent** (11 agreements covering 10,600 employees). The smallest wage adjustments were in the **services sector** with 6 agreements providing 12,380 employees with wage increases averaging **0.9 per cent**.

There were no agreements with wage cuts or freezes. Three agreements involving 5,020 employees (8.7% of all employees in the month's settlements), provided for increases below 1.0 per cent. Most employees received increases of 1.0 to 3.9 per cent; 9 agreements covering 15,760 employees (27.3% of all employees), provided increases of 1.0 per cent to 1.9 per cent; 13 settlements covering 12,680 employees (22.0% of all employees), provided increases of 2.0 per cent to 2.9 per cent, and 5 agreements covering 19,550 employees (33.9% of all employees), provided increases of 3.0 per cent to 3.9 per cent. Three agreements involving 4,700 employees (8.2% of all employees) resulted in increases of 4.0 per cent to 6.1 per cent.

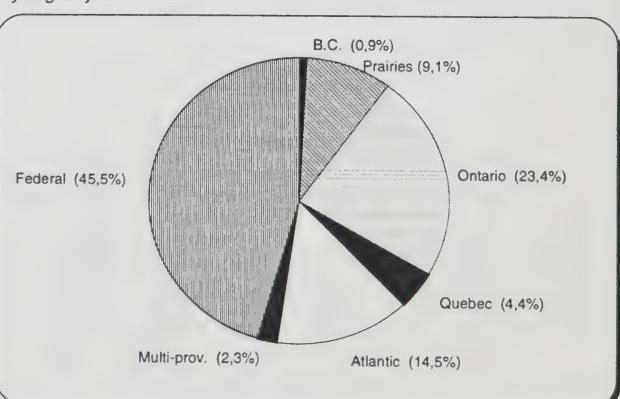
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



The distribution of settlements and employees by region/jurisdiction for the month of April is shown in the accompanying chart and in the table below:

	agreements	employees
Atlantic provinces	5	8,380
Quebec	2	2,530
Ontario	11	13,490
Prairie provinces	6	5,250
British Columbia	1	500
Multi-province	2	1,300
Federal	6	26,260

**MAJOR SETTLEMENTS REACHED IN APRIL**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (2 agreements)</b>	1,930	1.9	1.6	60.0	.
Abitibi-Price Inc., woods operators, Grand Falls (Nfld.)	530	2.2	3.0	60.0	2003-12-31
Iron Ore Company of Canada, production, Labrador City (Nfld.)	1,400	1.7*	1.1	60.0	2004-02-29
<b>Manufacturing (11 agreements)</b>	10,600	1.8	1.2	32.9	.
Cavendish Farms, plant & maintenance empl., New Annan (P.E.I.)	650	2.3	1.9	48.0	2002-12-31
Connors Bros., Limited, plant & maintenance empl., Charlotte County (N.B.)	1,200	1.3	0.0	36.0	2001-12-31
Algoma Steel Inc., administrative services employees, Sault Ste. Marie (Ont.)	740	1.3*	1.3	12.0	2000-07-31
Algoma Steel Inc., production, Sault Ste. Marie (Ont.)	3,920	1.5*	1.5	12.0	2000-07-31
DuPont Canada Inc., production, Maitland (Ont.)	500	2.5	2.5	24.0	2001-04-30
E.B. Eddy Forest Products Ltd., mill employees, Espanola (Ont.)	500	1.8	0.0	72.0	2004-04-30
PPG Canada Inc. (Duplicate Division), plant & maintenance empl., Oshawa (Ont.)	780	2.8*	2.7	36.0	2002-03-31
Weyerhaeuser Canada Ltd., plant & maintenance empl., Prince Albert (Sask.)	650	2.0	0.0	72.0	2003-05-31
Celanese Canada Inc., plant & maintenance empl., Clover Bar (Alta.)	510	3.0	3.0	24.0	2001-02-28
Weldwood of Canada Limited, Hinton Division & Hi-Atha Sawmill Div., plant & maintenance empl., Hinton (Alta.)	650	2.0	0.0	72.0	2003-05-31
Northwood Pulp and Timber Limited, mill employees, Prince George (B.C.)	500	2.0	0.0	72.0	2003-04-30
<b>Construction (4 agreements)</b>	2,400	4.5	4.5	24.0	.
Cement Masons Employer Bargaining Agency, cement finishers, province-wide (Ont.)	600	2.3	2.3	24.0	2001-04-30
Plasterers Employer Bargaining Agency, plasterers, province-wide (Ont.)	500	2.9	3.0	24.0	2001-04-30
Alberta Construction Labour Relations Association, iron workers, province-wide (Alta.)	800	6.1	6.2	24.0	2001-04-30
Alberta Painting Contractors Association, painters, province-wide (Alta.)	500	6.1	6.0	24.0	2001-04-30
<b>Transportation, Communication and Other Utilities (7 agreements)</b>	13,250	3.2	3.6	35.8	.
GO Transit, bus drivers, Metropolitan Toronto & Region (Ont.)	700	3.0	2.8	19.0	2000-10-27
SaskPower, administrative services employees, province-wide (Sask.)	640	1.7	2.0	36.0	2001-01-31
MTS Communications Inc., craft and service employees, province-wide (Man.)	1,050	2.8	4.1	36.0	2002-01-31
Air Canada, customer service, System-Wide	3,400	4.0	5.0	36.0	2002-03-30
Canadian Broadcasting Corporation, administrative services employees, Canada-Wide	1,270	3.0	2.5	36.0	2001-03-31
Canadian Broadcasting Corporation, broadcast & TV employees, Canada-Wide	3,470	2.8	2.5	38.0	2001-11-21

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**MAJOR SETTLEMENTS REACHED IN APRIL (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Canadian Broadcasting Corporation, technical employees, Canada-Wide (Multiple)	2,720	3.3	4.0	37.0	2001-06-30
<b>Trade-Finance (1 agreement)</b>	<b>800</b>	<b>2.2</b>	<b>1.5</b>	<b>36.0</b>	.
Finning Ltd., truck drivers, province-wide (Alta.)	800	2.2	1.5	36.0	2002-04-30
<b>Community, Business &amp; Personal Services (6 agreements)</b>	<b>12,380</b>	<b>0.9</b>	<b>0.0</b>	<b>52.2</b>	.
Government of Newfoundland and Labrador, nurses, province-wide (Nfld.)	4,600	1.3	0.0	66.0	2001-06-30
Corporation of Building Maintenance Employers of Quebec, building maintenance, Quebec (Que.)	570	0.6	0.0	72.0	2003-10-01
Government of Quebec, health & social care professionals, province-wide (Que.)	1,960	1.1	0.0	78.0	2002-06-30
Board of Governors of Ryerson Polytechnic University, professors, Toronto (Ont.)	550	0.9	0.8	36.0	2001-06-30
Simcoe County District School Board, occasional teachers, Midhurst (Ont.)	800	1.2	0.0	44.0	2001-08-31
Toronto Catholic District School Board, elementary teachers, Toronto (Ont.)	3,900	0.5	0.0	24.0	2000-08-31
<b>Public Administration (2 agreements)</b>	<b>16,350</b>	<b>3.1</b>	<b>4.5</b>	<b>26.6</b>	.
City of Calgary, outside employees, Calgary (Alta.)	2,000	2.5	2.0	24.0	2000-12-31
Government of Canada, firefighters, Canada-Wide	14,350	3.2	4.8	27.0	1999-08-04
<b>Agreement with COLA (4 agreements)</b>	<b>6,840</b>	<b>1.7</b>	<b>1.6</b>	<b>24.6</b>	.
<b>Agreements without COLA (29 agreements)</b>	<b>50,870</b>	<b>2.5</b>	<b>2.7</b>	<b>38.1</b>	.
<b>All agreements (33 agreements)</b>	<b>57,710</b>	<b>2.4</b>	<b>2.6</b>	<b>36.5</b>	.

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustment in base rates)**

	1996	1997	1998	1998				1999	Year to Date*	1999		
				1	2	3	4			Feb	Mar	Apr
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	1.5	1.6	2.0	1.7	1.4	1.7	1.5	1.7	1.7	1.4	2.4
Non-COLA	0.6	1.4	1.6	2.0	1.6	1.3	1.6	1.5	1.7	1.7	1.4	2.5
COLA	2.5	1.7	2.5	2.8	2.3	2.3	3.2	2.3	1.8	-	-	1.7
First Year Increase	0.7	1.2	1.4	1.4	1.4	0.9	1.8	1.2	1.5	1.5	1.1	2.6
Non-COLA	0.5	1.1	1.3	1.3	1.4	0.9	1.7	1.2	1.5	1.5	1.1	2.7
COLA	2.5	1.7	2.5	2.6	1.7	2.3	4.6	1.5	1.5	-	-	1.6
<b>Industries</b>												
Primary Industries	1.7	1.7	1.1	-	2.8	-	0.0	-	1.9	-	-	1.9
Manufacturing	2.8	2.2	1.4	2.1	1.1	1.3	1.8	1.5	1.7	1.7	1.4	1.8
Construction	0.1	1.6	2.4	2.9	2.7	2.0	2.4	2.5	2.7	3.2	-	4.5
Transp. & Communication	0.7	1.6	1.9	1.3	2.1	1.7	2.2	2.0	2.4	2.0	2.6	3.2
Trade-Finance	0.6	1.7	1.5	1.6	1.1	2.0	1.5	2.4	2.3	2.4	-	2.2
Services	0.6	1.0	1.3	2.1	1.4	1.1	0.9	0.9	0.9	0.8	1.0	0.9
Public Administration	0.4	1.4	1.8	1.4	1.7	1.4	2.2	1.7	2.0	2.3	1.7	3.1
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	1.5	1.1	-	-	1.6	1.5	1.6	-	1.4
Prince Edward Island	1.7	-	2.1	-	2.1	-	2.1	2.8	2.5	2.8	-	2.3
Nova Scotia	1.7	2.0	2.5	2.9	1.9	1.9	1.8	4.5	4.5	-	-	-
New Brunswick	1.7	1.0	1.5	1.4	1.3	2.3	1.7	-	1.3	-	-	1.3
Quebec	1.7	1.3	0.9	1.0	0.4	2.4	1.7	1.4	1.3	2.1	1.8	1.0
Ontario	0.9	1.1	1.6	1.5	1.8	2.0	0.8	1.4	1.4	1.9	1.3	1.5
Manitoba	0.2	1.1	1.4	2.5	1.3	0.3	1.3	1.5	1.5	1.3	1.6	-
Saskatchewan	1.1	0.9	1.8	1.6	2.0	1.4	2.0	2.6	2.5	2.0	3.0	1.8
Alberta	1.1	2.4	3.0	2.9	3.1	2.5	2.9	4.4	4.0	5.4	2.6	3.2
British Columbia	0.6	1.3	0.7	1.0	0.9	0.7	0.9	0.7	0.7	0.7	0.7	2.0
Multi-Province	2.3	3.0	1.7	-	-	1.7	-	1.8	2.9	-	-	3.7
Federal Jurisdiction	0.5	1.8	2.1	1.7	2.0	1.8	2.2	2.0	2.5	-	2.0	3.2
<b>Public Sector</b>												
Private Sector	0.5	1.2	1.6	1.8	1.7	1.2	1.6	1.3	1.5	1.0	1.4	2.4
<b>Consumer Price Index</b>												
	1.6	1.6	0.9	1.0	1.0	0.9	1.1	0.8	0.8	0.7	1.0	1.7

\*January to April

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Bell Canada (Que. & Ont.)	CEP	9,500	May 99
•CP Rail	CCROU	3,220	May 99
•National Steel Car Ltd. (Ont.)	Steelworkers	2,300	May 99
•Manitoba Health Organizations	Manitoba Nurses' Union	10,050	May 99
•Sask. Assn. of Health Organizations	CUPE	8,200	May 99
•Alta. Constr. Labour Rel. Assn.	LIUNA	3,200	May 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	various unions	119,370	B/CO/Tent.	Oct.98/June99
•SRC (Radio-Canada)	STARF	1,160	B	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC, CPAA	11,700	CO/Tent.	June/Sept. 98
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Govt. of Quebec	various unions	335,000	B	June 98
•Hydro Quebec	CUPE	11,310	WSt	Jan. 99
•Ontario hospitals	CUPE / SEIU	33,800	ARB	Sept./Oct. 95
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	10,000	B	various
•City of Toronto	Firefighters	3,000	B	various
•City of Toronto	CUPE (outside workers)	17,200	B	various
•OC Transpo	Transit Union	1,700	B	May 99
•Manitoba Health Organizations	CUPE	8,500	Tent.	Mar.-Apr. 99
•Sask. Assn. of Health Organizations	Nurses	8,400	CO	March 99
•Provincial Health Authorities of Alberta	Nurses	14,000	MED	March 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,300	MED	October 98
<b>Private Sector</b>				
•Air Canada	CUPE/IAM	10,930	B/CO	Oct.98/June99
•Eastern Canada pulp and paper cos.	CEP	7,370	B	various 98

*Continued on next page*

\*\* Ongoing negotiations on working conditions

† 1,500 employees on work stoppage; remaining employees declared essential

## CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
<b>Private Sector (cont'd)</b>				
•Maritime Telegraph and Telephone	Atlantic Comm. & Tech. Workers	1,700	B	Oct. 98
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	Apr/Dec.98
•Nav Canada	various unions	4,440	CO/Tent.	Dec 97
•Pharma Plus Drug Marts (Ont.)	UFCW	1,400	CO	Jan. 99
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	CO	Sept. 97
•Cominco Ltd. (B.C.)	Steelworkers	1,620	B	May 99
Status*				
ARB arbitration	MED mediation		PMB post-mediation bargaining	
B bargaining	M/W/S mediation after work stoppage		Tent. tentative agreement	
B/WS bargaining after work stoppage	PAB post-arbitration bargaining		WS work stoppage	
CO conciliation	PCB post-conciliation bargaining			

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Ontario Hospitals	ONA (nurses)	37,000	March 98
•Ontario Hospitals	OPSEU	5,000	March 99
•Boeing Canada Technology Ltd.	CAW	1,350	July 99

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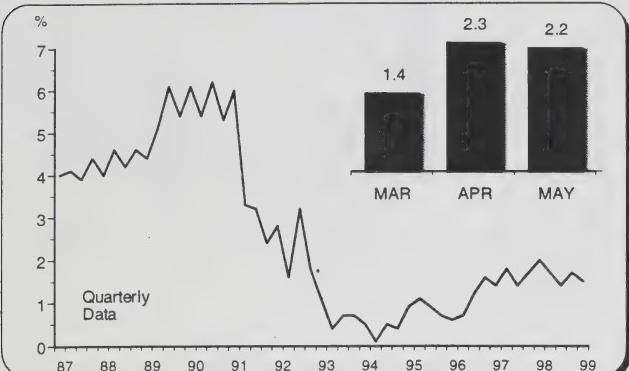


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Directorate  
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or (819) 997-3117

# THE WAGE SETTLEMENTS BULLETIN

July 1999  
Volume 10, Issue 7

Perspective on base rate percentage adjustments from major settlements



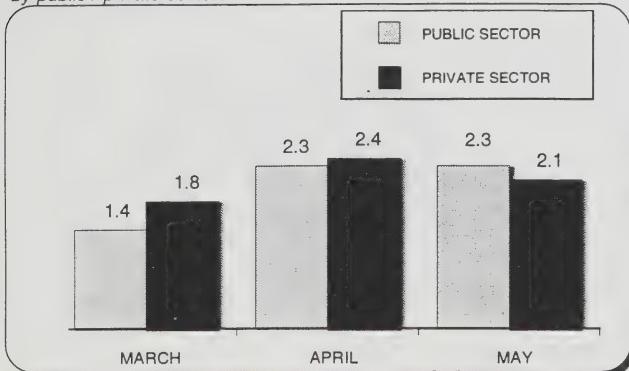
May 1999

Major collective bargaining settlements reached in **May 1999** provided base rate wage adjustments averaging **2.2 per cent** annually over the contract-term, down slightly from 2.3 per cent in April but over the 1.6 per cent average for the year 1998.

The May results are based on a review of 27 agreements and 73,450 employees. In the previous round of negotiations, the resulting wage adjustments for the 27 May contracts averaged 1.0 per cent, compared to the 2.2 per cent in the current settlements.

Wage adjustments in 169 agreements covering 384,470 employees for the period of January to May 1999, averaged 1.8 per cent.

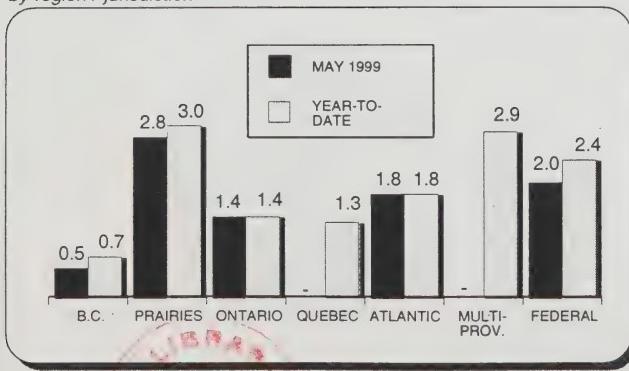
Base rate percentage adjustments from major settlements, by public / private sectors



Wage increases for 40,530 public sector employees in 12 agreements in May averaged **2.3 per cent**, the same figure as in April, but larger than the 1.6 per cent average for the year 1998. Wage adjustments in this sector ranged from a wage freeze for 840 building maintenance employees with the Board of School Trustees Dist.#39 in Vancouver B.C., to a high of 3.3 per cent for 5,760 elementary and secondary school teachers with the Board of Trustees of the Calgary Board of Education in Alberta.

**Private-sector** wage adjustments yielded an average increase of **2.1 per cent** in May, down from the 2.4 per cent average in April but larger than the average of 1.8 per cent for the year 1998. The May private-sector results are based on a coverage of 32,920 employees in 15 agreements. Private-sector wage adjustments ranged from a wage freeze for 2,300 telephone operators with Bell Canada and 900 production employees with the J.M. Schneider Co. in Ontario, to a high of 6.4 per cent for 3,200 construction workers with the Alberta Construction Labour Relations Association.

Base rate percentage adjustments in major settlements, by region / jurisdiction



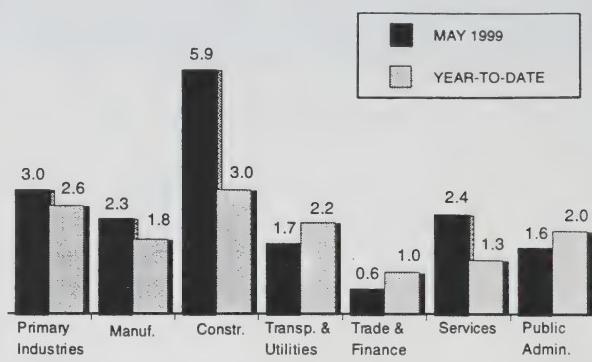
On a regional/jurisdictional basis, the largest concentration of employees covered in May settlements was in the Prairie provinces (53.1 per cent of all employees); wage adjustments in this region averaged 2.8 per cent. In the Atlantic provinces a single agreement in New Brunswick provided wage increases averaging 1.8 per cent. In Ontario wage adjustments averaged 1.4 per cent and in the Federal jurisdiction 2.0 per cent. The smallest average wage adjustment was recorded in British Columbia at 0.5 per cent. There were no settlements in Quebec.

Le Bulletin existe également en français.

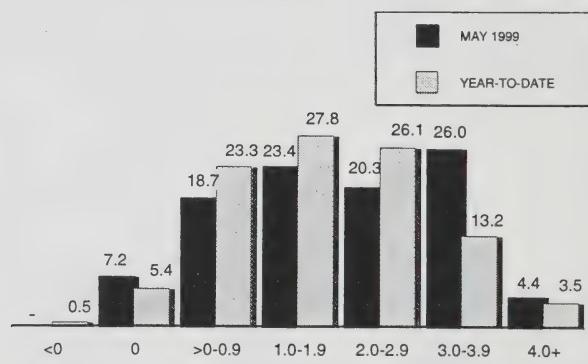
AUG 23 1999

On an industry basis, the largest concentration of employees in May's settlements was in the services sector (36,780 employees in 10 agreements); wage adjustments in this industry division averaged 2.4 per cent. The largest increase of all the industry divisions in May was in construction with 2 Alberta trades agreements providing 3,750 employees with wage increases averaging 5.9 per cent. The second largest increase was in primary industries with wage gains averaging 3.0 per cent for 980 employees of Suncor in Fort MacMurray, Alberta. In manufacturing, wage adjustments averaged 2.3 per cent (4 agreements covering 4,680 employees); in transportation, communication and other utilities wage gains averaged 1.7 per cent (5 agreements covering 17,660 employees) and in public administration a single agreement provided 650 employees with wage increases averaging 1.6 per cent. The smallest average wage adjustments was recorded in the trade sector at 0.6 per cent (4 agreements covering 8,950 employees).

*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*

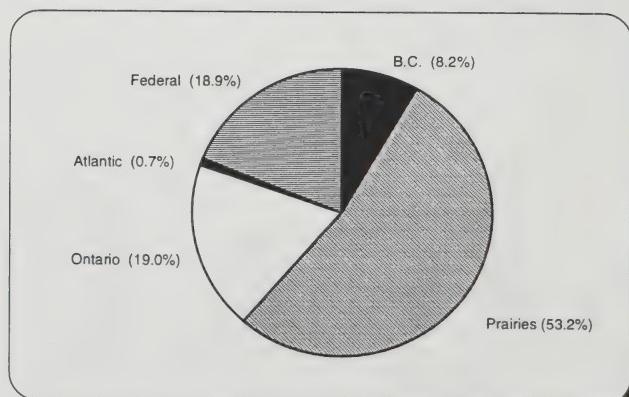


There were 4 agreements covering 5,290 employees with wage freezes in May (7.2 per cent of all employees). Six agreements involving 13,700 employees (18.7% of all employees in the month's settlements), provided for increases below 1.0 per cent. Most employees received increases in the 1.0 to 3.9 per cent range: 7 agreements covering 17,220 employees (23.4% of all employees), provided increases of 1.0 per cent to 1.9 per cent; 5 settlements covering 14,930 employees (20.3% of all employees), provided increases of 2.0 per cent to 2.9 per cent, and 4 agreements covering 19,110 employees (26.0% of all employees), provided increases of 3.0 per cent to 3.9 per cent. A single agreement covering 3,200 Alberta construction employees (4.4% of all employees) resulted in increases of 6.4 per cent.

The distribution of settlements and employees by region/jurisdiction for the month of May is shown in the accompanying chart and in the table below:

	Agreements	Employees
Atlantic provinces	1	520
Ontario	7	13,980
Prairie provinces	12	39,020
British Columbia	4	6,030
Federal	3	13,900

*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN MAY**

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries ( 1 agreement)</b>	<b>980</b>	<b>3.0</b>	<b>3.0</b>	<b>24</b>	.
Suncor Energy Inc., mine employees, Fort McMurray (Alta.)	980	3.0	3.0	24	2001-04-30
<b>Manufacturing ( 4 agreements)</b>	<b>4,680</b>	<b>2.3</b>	<b>1.6</b>	<b>60.1</b>	.
Fraser Papers Inc., mill employees, Edmundston (N.B.)	520	1.8	0.0	72	2004-06-30
Bowater Pulp and Paper Canada Inc., mill employees, Thunder Bay (Ont.)	940	1.8	0.0	72	2004-04-30
J.M. Schneider Inc., production, Kitchener (Ont.)	900	0.0	0.0	72	2005-06-01
National Steel Car Limited, plant & maintenance empls., Hamilton (Ont.)	2,320	3.6*	3.1	48	2003-04-05
<b>Construction ( 2 agreements)</b>	<b>3,750</b>	<b>5.9</b>	<b>5.7</b>	<b>23.1</b>	.
Alberta Construction Labour Relations Association, labourers, province-wide (Alta.)	3,200	6.4	6.2	23	2001-04-01
Alberta Roadbuilders & Heavy Construction Association, operating engineers, province-wide (Alta.)	550	2.9	2.7	24	2001-02-28
<b>Transportation, Communication and Other Utilities ( 5 agreements)</b>	<b>17,660</b>	<b>1.7</b>	<b>1.5</b>	<b>51.5</b>	.
B.C. Gas Utility Ltd., office and clerical employees, province-wide (B.C.)	660	0.5	0.0	24	2000-03-31
TransLink, bus drivers, Vancouver (B.C.)	3,100	0.7	0.0	36	2001-03-31
Bell Canada, craft and service employees, (Ont. & Que.)	7,200	2.6	2.4	60	2003-11-30
Bell Canada, telephone operators, (Ont. & Que.)	2,300	0.0	0.0	60	2003-11-30
Canadian Pacific Railway & St. Lawrence & Hudson Railway Co., locomotive engineers, System-Wide	4,400	2.0	2.0	48	2002-12-31
<b>Trade-Finance ( 4 agreements)</b>	<b>8,950</b>	<b>0.6</b>	<b>0.1</b>	<b>34.3</b>	.
Brewers Retail Inc., warehouse employees, province-wide (Ont.)	5,200	0.6*	0.0	36	2001-12-31
Canada Safeway Limited, retail employees, Regina (Sask.)	1,250	0.0	0.0	36	1997-06-05
Canada Safeway Limited, retail employees, Regina (Sask.)	1,250	1.0	0.0	24	1999-06-05
Canada Safeway Limited, retail employees, Regina (Sask.)	1,250	0.9	0.6	36	2002-06-08
<b>Community, Business &amp; Personal Services ( 10 agreements)</b>	<b>36,780</b>	<b>2.4</b>	<b>2.9</b>	<b>35.9</b>	.
Algonquin and Lakeshore Catholic District School Board, elementary and secondary teachers, Kingston (Ont.)	760	1.0	1.0	24	2000-08-31
Hamilton-Wentworth District School Board, elementary teachers, Hamilton (Ont.)	2,060	0.3	0.0	24	2000-08-31
Thames Valley District School Board, secondary teachers, London (Ont.)	1,800	2.7	4.4	24	2000-08-31
Regional Health Authorities of Manitoba, nurses, province-wide (Man.)	10,050	3.7	5.0	36	2002-03-31

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**MAJOR SETTLEMENTS REACHED IN MAY (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Winnipeg School Division No. 1, office and clerical employees, Winnipeg (Man.)	1,100	1.7	2.0	42	2001-07-06
Saskatchewan Association of Health Organizations, non-medical employees, province-wide (Sask.)	12,000	1.8	2.0	39	2001-03-31
Board of Trustees of the Calgary Board of Education, elementary and secondary teachers, Calgary (Alta.)	5,760	3.3	3.2	36	2001-08-31
Capital Care Group, health service non-professionals, Edmonton (Alta.)	980	2.9	2.7	24	2001-03-31
Board of School Trustees Dist.#39, building maintenance, Vancouver (B.C.)	840	0.0	0.0	60	2000-12-31
Board of School Trustees of School District No. 39, office and clerical employees, Vancouver (B.C.)	1,430	0.3	0.0	36	2001-06-30
<b>Public Administration (1 agreement)</b>	<b>650</b>	<b>1.6</b>	<b>2.5</b>	<b>36</b>	.
City of Winnipeg, administrative services employees, Winnipeg (Man.)	650	1.6*	2.5	36	2000-10-11
Agreement with COLA (3 agreements)	8,170	1.5	1.1	39.4	
Agreements without COLA (24 agreements)	65,280	2.3	2.4	40.3	
All agreements (27 agreements)	73,450	2.2	2.3	40.2	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
 (effective average annual percentage adjustments in base rates)

	1996	1997	1998	1998				1999	Year to Date*	1999		
				1	2	3	4			Mar	Apr	May
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	1.5	1.6	2.0	1.7	1.4	1.7	1.5	1.8	1.4	2.3	2.2
Non-COLA	0.6	1.4	1.6	2.0	1.6	1.3	1.6	1.5	1.8	1.4	2.4	2.3
COLA	2.5	1.7	2.5	2.8	2.3	2.3	3.2	2.1	1.7	1.7	1.6	1.5
First Year Increase	0.7	1.2	1.4	1.4	1.4	0.9	1.8	1.2	1.6	1.1	2.4	2.3
Non-COLA	0.5	1.1	1.3	1.3	1.4	0.9	1.7	1.2	1.6	1.1	2.5	2.4
COLA	2.5	1.7	2.5	2.6	1.7	2.4	4.6	2.0	1.4	2.5	1.4	1.1
<b>Industries</b>												
Primary Industries	1.7	1.7	1.1	-	2.8	-	0.0	-	2.6	-	2.3	3.0
Manufacturing	2.8	2.2	1.4	2.1	1.1	1.3	1.8	1.6	1.8	1.4	1.7	2.3
Construction	0.1	1.6	2.4	2.9	2.7	2.0	2.4	2.5	3.0	-	4.5	5.9
Transp., Comm. & Util.	0.7	1.6	1.9	1.3	2.1	1.7	2.2	2.0	2.2	2.3	3.2	1.7
Trade-Finance	0.6	1.7	1.5	1.6	1.1	2.0	1.5	2.4	1.0	-	2.2	0.6
Services	0.6	1.0	1.3	2.1	1.4	1.1	0.9	0.9	1.3	1.0	1.0	2.4
Public Administration	0.4	1.4	1.8	1.4	1.7	1.4	2.2	1.7	2.0	1.7	2.8	1.6
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	1.5	1.1	-	-	1.6	1.6	-	1.6	-
Prince Edward Island	1.7	-	2.1	-	2.1	-	2.1	2.8	2.5	-	2.3	-
Nova Scotia	1.7	2.0	2.5	2.9	1.9	1.9	1.8	4.5	4.5	-	-	-
New Brunswick	1.7	1.0	1.5	1.4	1.3	2.3	1.7	-	1.5	-	1.3	1.8
Quebec	1.7	1.3	0.9	1.0	0.4	2.4	1.7	1.3	1.3	1.3	1.0	-
Ontario	0.9	1.1	1.6	1.5	1.8	2.0	0.8	1.4	1.4	1.3	1.4	1.4
Manitoba	0.2	1.1	1.4	2.5	1.3	0.3	1.3	1.5	2.9	1.6	-	3.4
Saskatchewan	1.1	0.9	1.8	1.6	2.0	1.4	2.0	2.6	1.9	3.0	1.8	1.6
Alberta	1.1	2.4	3.0	2.9	3.1	2.5	2.9	4.4	4.0	2.6	3.2	4.1
British Columbia	0.6	1.3	0.7	1.0	0.9	0.7	0.9	0.7	0.7	0.7	2.0	0.5
Multi-Province	2.3	3.0	1.7	-	-	1.7	-	1.8	2.9	-	3.7	-
Federal Jurisdiction	0.5	1.8	2.1	1.7	2.0	1.8	2.2	2.0	2.4	2.0	3.0	2.0
Public Sector	0.5	1.2	1.6	1.8	1.7	1.2	1.6	1.3	1.6	1.4	2.3	2.3
Private Sector	1.7	1.8	1.8	2.3	1.6	1.8	1.9	2.2	2.2	1.8	2.4	2.1
Consumer Price Index	1.6	1.6	0.9	1.0	1.0	0.9	1.1	0.8	1.1	1.0	1.7	1.6

\*January to May

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Canada Post	CPAA	6,700	June 99
•NAV Canada	PSAC	950	June 99
•Ontario hospitals	CUPE / SEIU	30,860	June 99
•Regional Health Authorities of Manitoba	CUPE	8,350	June 99
•Sask. Assn. of Health Organizations	SEIU (nurses)	9,800	June 99
•Provincial Health Authorities of Alberta	Nurses	17,8500	June 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	various unions	126,120	B/CO	Oct.98/Aug.99
•SRC (Radio-Canada)	STARF	1,160	B	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Canada Post	PSAC	5,000	CO	Sept. 98
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Govt. of Quebec	various unions	335,000	B/WS	June 98
•Hydro Quebec	CUPE	11,310	WST	Jan. 99
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	B	various
•City of Toronto	CUPE (outside workers)	6,000	B	various
•City of Toronto	Firefighters	3,000	B	various
•OC Transpo	Transit Union	1,700	Tent.	May 99
•Sask. Assn. of Health Organizations	nurses	8,400	Tent.	March 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	MED	October 98
<b>Private Sector</b>				
•Air Canada	CUPE/IAM	10,930	Tent./CO	Oct.98/June99
•Eastern Canada pulp and paper cos.	CEP	6,770	B	various 98
•Maritime Telegraph and Telephone	Atlantic Comm. & Tech. Workers	1,700	B	Oct. 98
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B	Apr. 98
•Nav Canada	various unions	3,250	Tent.	Dec. 97

*Continued on next page*

\*\* Ongoing negotiations on working conditions

† 1,500 employees on work stoppage; remaining employees declared essential

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Private Sector (cont'd)</b>				
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	CO	Sept. 97
•Cominco Ltd. (B.C.)	Steelworkers	1,620	MED	May 99
•Alcan Ltd. (B.C.)	CAW	1,400	B	July 99
•Boeing Canada Technology Ltd.	CAW	1,350	B	July 99
•Canadian Film & Television Prod. Assn.	ACTRA Performers' Guild	6,500	Tent.	Dec. 98

Status*				
ARB arbitration	MED mediation	PMB post-mediation bargaining		
B bargaining	M/W/S mediation after work stoppage	Tent. tentative agreement		
B/W/S bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage		
CO conciliation	PCB post-conciliation bargaining			

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Ontario Hospitals	ONA	37,000	March 98
•Ontario Hospitals	OPSEU	5,000	March 99
•Superfresh Food Markets (A&P)	UFCW	1,050	Aug. 99
•Chrysler, Ford & GM (Ont. & Que.)	CAW	52,710	Sept. 99
•INCO Ltd. (Man.)	Steelworkers	1,400	Sept. 99

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20

per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.



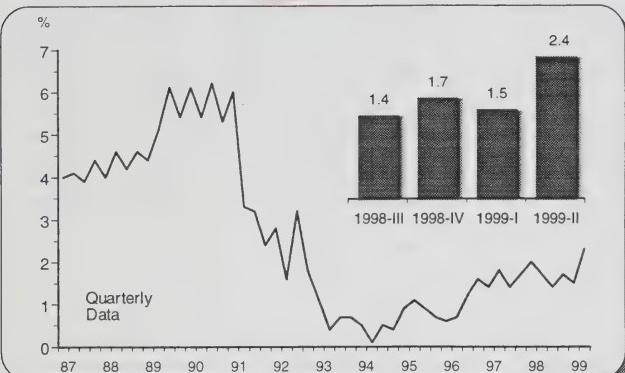


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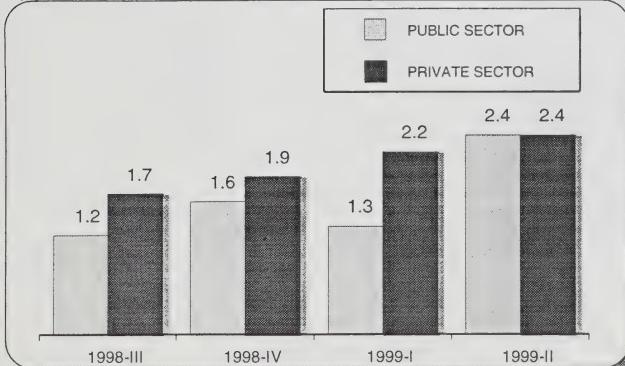
# THE WAGE SETTLEMENTS BULLETIN

August 1999  
Volume 10, Issue 8

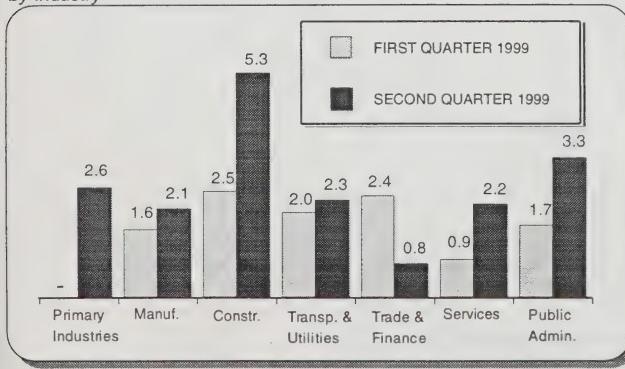
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by industry



Le Bulletin existe également en français.

## Second Quarter 1999

Major collective bargaining settlements reached in the **second quarter 1999** provided base-rate wage adjustments averaging **2.4 per cent** annually over the contract term, up from 1.5 per cent in the first quarter 1999 and the largest quarterly increase since the third quarter of 1992 (3.2 per cent). The second quarter 1999 results are based on a review of the 103 settlements reached in the period, and covered 247,570 employees.

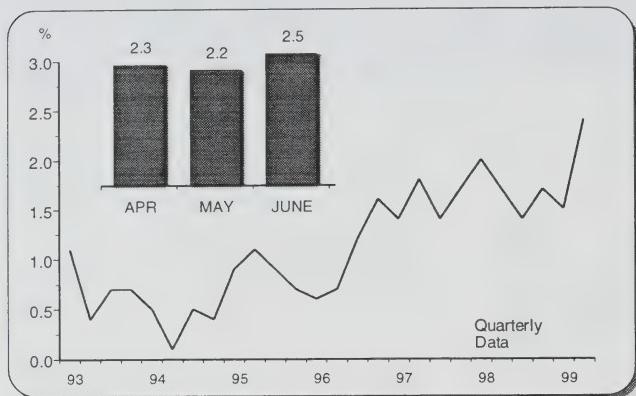
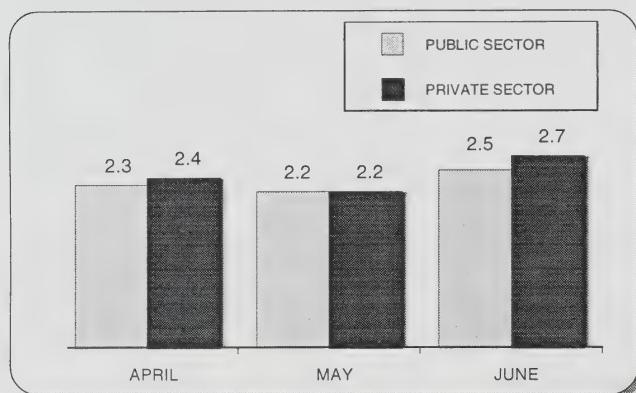
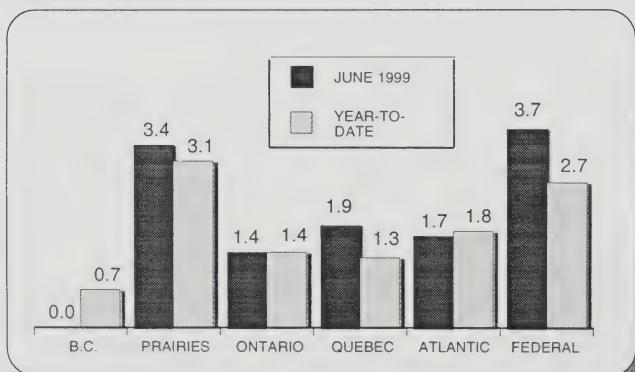
Wage adjustments in 206 agreements covering 491,570 employees for the six-month period January to June 1999, averaged 1.9 per cent.

There has been a modest but steady uptrend in the size of wage adjustments from 1994's historically low wage average of 0.1 per cent recorded in the second quarter of 1994. However, the second quarter 1999 wage increase of 2.4 per cent remains well below the third quarter of 1990 peak of 6.3 per cent. More recently, average wage adjustments have grown from 0.5 per cent in the first quarter of 1996 and have remained above the 1.0 per cent level since the third quarter of 1996.

The overall wage adjustment from the second quarter 1999 settlements was above the rate in contracts they replaced. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.3 per cent, compared to the 2.4 per cent in their current contracts.

Although public-sector wage gains were well below those in the private sector during the 1990's, the gap has narrowed considerably since 1996 with the discontinuance of most legislated public sector wage restraint programs. In fact, second quarter 1999 **public sector** wage adjustments averaging **2.4 per cent** were equal to those in the **private sector**.

On an industry basis, the **construction sector** with wage increases averaging 5.3 per cent led all industry divisions in the second quarter; this was due in large part to the relatively generous Alberta construction gains. The smallest adjustments were in the **retail trade sector** at 0.8 per cent; three Canada Safeway settlements set the tone for the low figure, with one of the contracts subject to a wage freeze. The largest concentration of employees was in the **services sector** (53.6% of all employees) and they received wage adjustments averaging 2.2 per cent. In other industry divisions, wage adjustments in **manufacturing** averaged 2.1 per cent; in **transportation, communication and other utilities**, 2.3 per cent; in **primary industries**, 2.6 per cent and in **public administration**, 3.3 per cent.

*Perspective on base rate percentage adjustments from major settlements**Base rate percentage adjustments from major settlements, by public / private sectors**Base rate percentage adjustments in major settlements, by region / jurisdiction***June 1999**

Major collective bargaining settlements reached in **June 1999** provided base rate wage adjustments averaging **2.5 per cent** annually over the contract-term, up slightly from 2.2 per cent in May but well over the 1.6 per cent average for the year 1998.

The June results are based on a review of 34 agreements and 109,220 employees. In the previous round of negotiations, the resulting wage adjustments for these June contracts averaged 1.2 per cent, compared to the 2.5 per cent in the current settlements.

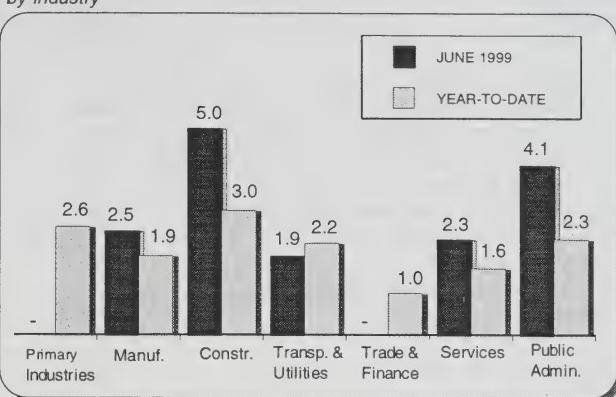
Wage increases for 101,230 **public sector** employees in 25 agreements in June averaged **2.5 per cent**, slightly larger than the 2.2 per cent increase in May, and much larger than the 1.6 per cent average for the year 1998. Wage adjustments in this sector ranged from wage freezes for 2,630 teachers and teaching-assistants in 3 separate agreements (Ottawa-Carleton DSB and Greater Essex DSB in Ontario, and Simon Fraser University in B.C.), to a high of 6.0 per cent for 7,600 computer system administrators with the Government of Canada (a negotiated increase of 2% and a 'market adjustment' allowance of approximately 4% folded into the wage structure).

**Private-sector** wage adjustments yielded an average increase of **2.7 per cent** in June, up from the 2.2 per cent average in May and much larger than the average of 1.8 per cent for the year 1998. The June private-sector results are based on a relatively smaller coverage of 7,990 employees in 9 agreements (only 7.3% of all employees covered in June). Private-sector wage increases ranged from 1.8 per cent for 790 mill employees with Repap New Brunswick Inc., to a high of 5.0 per cent for 500 masonry workers with the Masonry Contractors Association of Alberta.

On a regional/jurisdictional basis, the largest concentration of employees covered in June settlements was in Ontario (42.2 per cent of all employees); many of these employees were in large part within the provincial health and education sectors. Wage adjustments in Ontario averaged 1.4 per cent. The second largest concentration of employees was in the Prairie provinces (38.8 per cent of all employees); wage increases in this region averaged 3.4 per cent which included an Alberta nursing contract at 4.9 per cent (with 16,500 nurses). In the Federal jurisdiction (15.8% of all employees), wage increases averaged 3.7 per cent. In the Atlantic provinces (1.2% of all employees) wage increases averaged 1.7 per cent and in Quebec, (1.1% of employees) the average was 1.9 per cent. In British Columbia (0.7% of all employees), a single major agreement provided a wage freeze for teaching-assistants at Simon Fraser University.

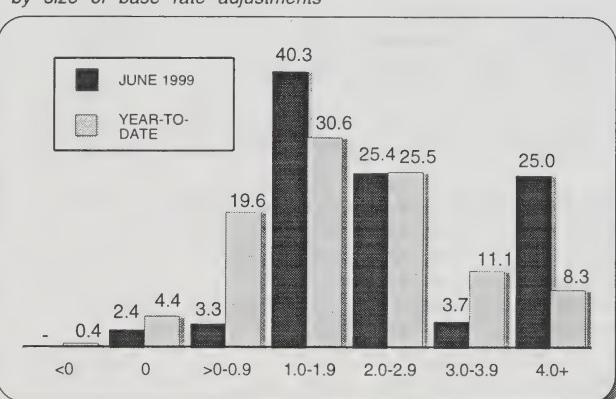
On an industry basis, the largest concentration of employees in June's settlements was in the **services sector** (79,830 employees in 19 agreements); wage adjustments in this industry division averaged **2.3 per cent**. The largest increase in June was in **construction** with a single Alberta trades agreement providing 500 masons with wage increases averaging **5.0 per cent**. The second largest increase (as well as the second largest concentration of employees) was in **public administration** with wage gains averaging **4.1 per cent** for 14,700 employees in 5 agreements. In **manufacturing**, wage increases averaged **2.5 per cent** (6 agreements covering 5,940 employees) and in **transportation, communication and other utilities** wage gains averaged **1.9 per cent** (3 agreements covering 8,250 employees). There were no settlements in **primary industries** and the **trade-finance** sector.

*Base rate percentage adjustments in major settlements, by industry*



There were no wage cuts in June. However, there were 3 agreements covering 2,630 employees with wage freezes in the month's settlements (2.4 per cent of all employees). Three agreements covering 3,610 employees (3.3% of all employees) provided for increases below 1.0 per cent. A majority of employees received increases in the 1.0 to 2.9 per cent range: 9 agreements covering 44,070 employees (40.3% of all employees), provided increases of 1.0 per cent to 1.9 per cent; 10 settlements covering 27,740 employees (25.4% of all employees), provided increases of 2.0 per cent to 2.9 per cent. Three agreements covering 4,000 employees (3.7% of all employees), provided increases of 3.0 per cent to 3.9 per cent. Six agreements covering 27,170 employees (25% of all employees) resulted in increases of over 4.0 per cent.

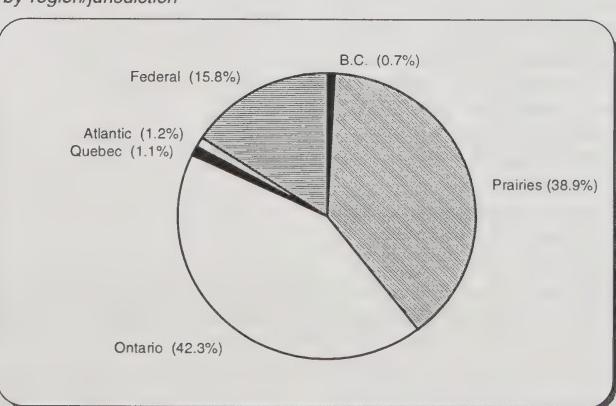
*Percentage distribution of employees in major settlements, by size of base rate adjustments*



The distribution of settlements and employees by region/jurisdiction for the month of June is shown in the accompanying chart and in the table below:

	<u>Agreements</u>	<u>Employees</u>
Atlantic provinces	2	1,340
Quebec	2	1,250
Ontario	14	46,140
Prairie provinces	9	42,390
British Columbia	1	800
Federal	6	17,300

*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN JUNE**

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing ( 6 agreements)</b>					
Repac New Brunswick Inc., mill employees, Miramichi (N.B.)	790	1.8	0.0	72	2004-06-30
Consumers Glass Inc., plant & maintenance empl., Montreal (Que.)	600	2.0*	2.0	48	2003-02-28
Tembec inc., mill employees, Temiscaming (Que.)	650	1.9	0.0	72	2004-09-30
Dana Canada Inc., plant & maintenance empl., Thorold (Ont.)	1,100	3.7*	3.5	36	2002-05-31
Navistar International Corporation Canada, production empls., Chatham (Ont.)	2,100	2.4*	1.8	36	2002-06-07
Bristol Aerospace Limited, plant & maintenance empls., Winnipeg (Man.)	700	2.6*	2.0	36	2002-03-31
<b>Construction ( 1 agreement)</b>	500	5.0	5.1	24	.
Masonry Contractors Association of Alberta, bricklayers, province-wide (Alta.)	500	5.0	5.1	24	2001-04-30
<b>Transportation, Communication and Other Utilities ( 3 agreements)</b>	8,250	1.9	2.2	43.1	.
New Brunswick Telephone Company Limited, service & maintenance empl., Saint John (N.B.)	600	2.1	0.0	60	2003-03-29
Nav Canada, administrative & support employees, Canada-Wide	950	3.0	5.0	40	2000-06-30
Canada Post Corporation, postmasters, Canada-Wide	6,700	1.7*	2.0	42	2001-12-31
<b>Community, Business &amp; Personal Services ( 19 agreements)</b>	79,830	2.3	1.4	45.7	.
Government of Newfoundland and Labrador, health & social care professionals, province-wide (Nfld.)	550	1.4	0.0	60	2001-06-30
Catholic District School Board of Eastern Ontario, elementary and secondary teachers, Smiths Falls (Ont.)	720	4.1	0.0	24	2000-08-31
Greater Essex County District School Board, elementary teachers, Windsor (Ont.)	1,300	0.0	0.0	24	2000-08-31
Hastings and Prince Edward District School Board, office and clerical employees, Belleville (Ont.)	700	0.5	0.0	24	2000-06-30
Kawartha Pine Ridge District School Board, elementary teachers, Peterborough (Ont.)	1,460	0.9	0.0	24	2000-08-31
Ontario Hospital Association, service employees, province-wide (Ont.)	11,520	1.3	0.0	72	2001-10-10
Ontario Hospital Association, service employees, province-wide (Ont.)	19,340	1.2	0.0	72	2001-09-28
Ottawa-Carleton District School Board, teaching assistants, Ottawa (Ont.)	530	0.0	0.0	24	2001-08-31
Peel District School Board, custodial empls., Mississauga (Ont.)	700	1.4	2.9	24	2000-06-30
Peel District School Board, office and clerical employees, Mississauga (Ont.)	620	1.4	2.9	24	2000-06-30
Toronto District School Board, occasional teachers, Toronto (Ont.)	1,450	0.5	0.0	24	2000-08-31
Regional Health Authorities of Manitoba, service employees, province-wide (Man.)	8,350	2.3	3.0	36	2002-04-30

continued on next page

**MAJOR SETTLEMENTS REACHED IN JUNE (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Winnipeg School Division No. 1, elementary and secondary teachers, Winnipeg (Man.)	2,740	2.0	2.0	24	2000-06-30
Saskatchewan Association of Health Organizations, service & maintenance empl., province-wide (Sask.)	9,800	2.0	2.0	36	2000-12-31
Continuing Care Employers Association, nurses, province-wide (Alta.)	500	4.9	3.0	24	2001-03-31
Provincial Health Authorities of Alberta, nurses, province-wide (Alta.)	16,500	4.9	3.0	24	2001-03-31
Provincial Health Authorities of Alberta, nurses, province-wide (Alta.)	1,350	4.9	3.0	24	2001-03-31
Simon Fraser University, teaching assistants, Burnaby (B.C.)	800	0.0	0.0	36	2001-04-30
National Research Council of Canada, technical employees, Canada-Wide	900	2.0	2.0	24	2000-02-13
<b>Public Administration ( 5 agreements)</b>	<b>14,700</b>	<b>4.1</b>	<b>4.1</b>	<b>19.3</b>	.
City of Ottawa, inside & outside employees, Ottawa (Ont.)	1,400	2.5	2.5	12	1999-12-31
Workplace Safety & Insurance Board, office and clerical employees, province-wide (Ont.)	3,200	1.5	1.3	36	2002-03-31
Alberta Treasury Branches (Div. Treasury Dept.-Gov't of Alberta), administrative services employees, province-wide (Alta.)	1,950	3.0	3.0	24	2001-03-31
Communications Security Establishment DND, administrative services employees, Ottawa (Ont.)	550	2.2	2.5	24	2000-02-09
Government of Canada, computer systems operators, Canada-Wide	7,600	6.0	6.0	12	2000-04-30
<b>Agreement with COLA (5 agreements)</b>	<b>11,200</b>	<b>2.1</b>	<b>2.1</b>	<b>40.2</b>	
<b>Agreements without COLA (29 agreements)</b>	<b>98,020</b>	<b>2.6</b>	<b>1.8</b>	<b>42.0</b>	
<b>All agreements (34 agreements)</b>	<b>109,220</b>	<b>2.5</b>	<b>1.9</b>	<b>41.8</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note : Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998			1999		1999			Year to Date *
				2	3	4	1	2	Apr	May	Jun	
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustments	0.9	1.5	1.6	1.7	1.4	1.7	1.5	2.4	2.3	2.2	2.5	1.9
Non-COLA	0.6	1.4	1.6	1.6	1.3	1.6	1.5	2.5	2.4	2.3	2.6	1.9
COLA	2.5	1.7	2.5	2.3	2.3	3.2	2.1	1.9	1.6	1.9	2.1	1.9
First Year Adjustment	0.7	1.2	1.4	1.4	0.9	1.8	1.2	2.1	2.4	2.3	1.9	1.7
Non-COLA	0.5	1.1	1.3	1.4	0.9	1.7	1.2	2.2	2.5	2.5	1.8	1.7
COLA	2.5	1.7	2.6	1.8	2.5	4.7	2.0	1.7	1.4	1.5	2.1	1.7
<b>Industries</b>												
Primary Industries	1.7	1.7	1.1	2.8	-	0.0	-	2.6	2.3	3.0	-	2.6
Manufacturing	2.8	2.2	1.4	1.1	1.1	1.8	1.6	2.1	1.7	2.4	2.5	1.9
Construction	0.1	1.6	2.4	2.7	2.0	2.4	2.5	5.3	4.5	5.9	5.0	3.0
Transp. & Communication	0.7	1.6	1.9	2.1	1.7	2.2	2.0	2.3	3.2	1.7	1.9	2.2
Trade-Finance	0.6	1.7	1.5	1.1	2.0	1.5	2.4	0.8	2.2	0.6	-	1.0
Services	0.6	1.0	1.3	1.4	1.1	0.9	0.9	2.2	1.0	2.3	2.3	1.6
Public Administration	0.4	1.4	1.8	1.7	1.4	2.2	1.7	3.3	2.8	2.2	4.1	2.3
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	1.1	-	-	1.6	1.6	1.6	-	1.4	1.6
Prince Edward Island	1.7	-	2.1	2.1	-	2.1	2.8	2.3	2.3	-	-	2.5
Nova Scotia	1.7	2.0	2.5	1.9	1.9	1.8	4.5	-	-	-	-	4.5
New Brunswick	1.7	1.0	1.5	1.3	2.3	1.7	-	1.6	1.3	1.8	1.8	1.6
Quebec	1.7	1.3	0.9	0.4	2.0	1.7	1.3	1.3	1.0	-	1.9	1.3
Ontario	0.9	1.1	1.6	1.8	2.0	0.8	1.4	1.4	1.4	1.3	1.4	1.4
Manitoba	0.2	1.1	1.4	1.3	0.3	1.3	1.5	2.8	-	3.4	2.3	2.6
Saskatchewan	1.1	0.9	1.8	2.0	1.4	2.0	2.6	1.7	1.8	1.6	2.0	1.9
Alberta	1.1	2.4	3.0	3.1	2.5	2.9	4.3	4.3	3.2	4.1	4.7	4.3
British Columbia	0.6	1.4	0.7	0.9	0.7	0.9	0.7	0.5	2.0	0.5	0.0	0.7
Multi-Province	2.3	3.0	1.7	-	1.7	-	1.8	3.7	3.7	-	-	2.9
Federal Jurisdiction	0.5	1.8	2.1	2.0	1.8	2.2	2.0	3.1	3.0	2.2	3.7	2.7
<b>Public Sector</b>	0.5	1.2	1.6	1.7	1.2	1.6	1.3	2.4	2.3	2.2	2.5	1.8
<b>Private Sector</b>	1.7	1.8	1.8	1.6	1.7	1.9	2.2	2.4	2.4	2.2	2.7	2.3
<b>Consumer Price Index</b>	1.6	1.6	0.9	1.0	0.9	1.1	0.8	1.6	1.7	1.6	1.6	1.2

\*January to June

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Canada Post	PSAC	3,200	July 99
•Air Canada	CUPE/IAM	11,530	July/Aug. 99
•Canadian Film & Television Prod. Assn.	ACTRA Performers' Guild	6,500	Aug. 98
•MTT	Atlantic Comm. & Tech. Workers	1,700	July 99
•Govt. of Quebec	CSN	2,900	July 98
•OC Transpo	Transit Union	1,800	July 99
•Boeing Canada Technology Ltd.	CAW	1,350	July 99
•Cominco Ltd. (B.C.)	Steelworkers	1,450	July 99
•Alcan Ltd. (B.C.)	CAW	1,390	July 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	various unions	126,120	B/CO	Oct.98/Aug.99
•SRC (Radio-Canada)	STARF	1,160	B	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Govt. of Quebec	various unions	332,100	B	June 98
•Hydro Quebec	CUPE	11,310	WS†	Jan. 99
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	B	various
•City of Toronto	CUPE (outside workers)	6,000	CO	various
•City of Toronto	Firefighters	3,000	CO	various
•Sask. Assn. of Health Organizations	nurses	8,400	Tent.	March 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	Tent.	October 98
<b>Private Sector</b>				
•Eastern Canada pulp and paper cos.	CEP	5,930	B	various 98
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	42,590	B/Tent.	Apr. 98
•Nav Canada	various unions	3,250	Tent.	Dec. 97
•Superfresh Food Markets (A&P)	UFCW	1,050	B	Aug. 99
•DaimlerChrysler, Ford & GM	CAW	50,000	B	Sept. 99
•INCO Ltd. (Man.)	Steelworkers	1,400	B	Sept. 99
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	Tent.	Sept. 97

## Status\*

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

\*\* Ongoing negotiations on working conditions

† 1,500 employees on work stoppage; remaining employees declared essential

### UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Canada	various unions	27,590	Aug./Sept.99
•Government of Nova Scotia	N.S. Teachers' Union	10,000	October 99
•New Brunswick Power Corp.	IBEW	650	September 99
•Ontario Hospitals	ONA	37,000	March 98
•Ontario Hospitals	OPSEU	5,000	March 99
•Eastern Canada Car Carriers	Teamsters	1,400	October 99
•Manitoba Public Insurance Corp.	MGEU	1,070	September 99

### EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from Employment, Earnings and Hours of Work (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20

per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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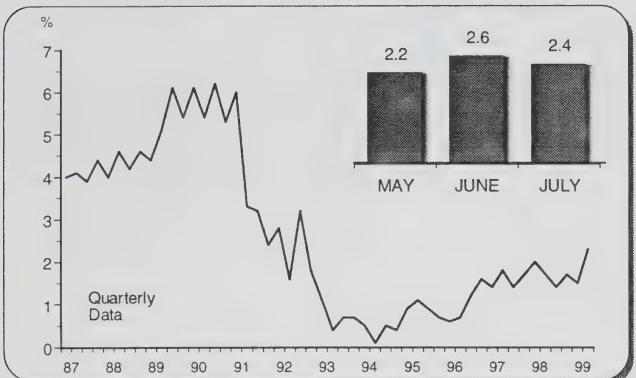


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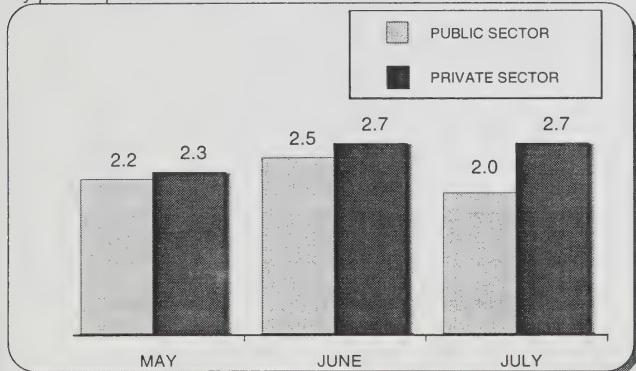
# THE WAGE SETTLEMENTS BULLETIN

September 1999  
Volume 10, Issue 9

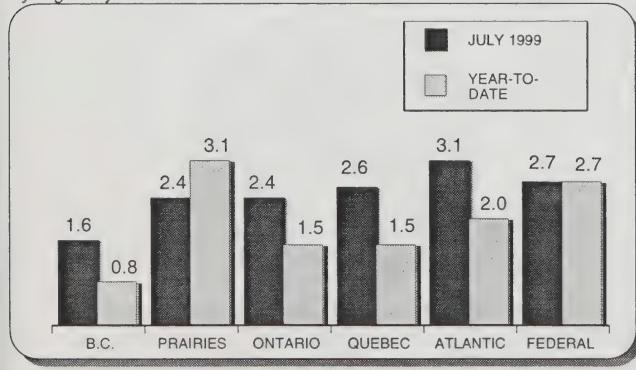
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region / jurisdiction



Le Bulletin existe également en français.

July 1999

Major collective bargaining settlements ratified in the month of **July 1999**, provided base-rate wage increases averaging **2.4 per cent** annually over the contract term, the same as the average for the second quarter, but above the 1.5 per cent average for the first quarter of 1999, and the 1998 annual average 1.6 per cent.

The July 1999, results are based on a coverage of a well-below-average 40,960 employees in 23 settlements. When the parties to these settlements previously negotiated with contract-durations averaging approximately  $2\frac{1}{2}$  years - the resulting wage adjustments averaged 1.5 per cent, compared to the 2.4 per cent in their current settlements. (Monthly coverage in the first half of 1999 averaged 84,260 employees and 37 settlements, with an average wage adjustment of 2.0 per cent).

For 24,700 employees in 15 **private-sector** agreements reached in July 1999, wage increases averaged **2.7 per cent**, up from 2.4 per cent in the second quarter of 1999, 2.2 per cent in the first quarter, and 1.8 per cent for the year 1998. Wage gains in the private sector in July ranged from 1.0 per cent for 1,390 Alcan employees in British Columbia, to 4.2 per cent for 850 MTT office employees in the Federal jurisdiction.

**Public-sector** wage increases for 16,260 employees in 8 settlements averaged **2.0 per cent**, down from 2.4 per cent in the second quarter of 1999, but above the 1.3 average adjustment in first quarter, and the annual average of 1.6 per cent in 1998. Wage increases in the public sector in July were less wide-ranging than in the private sector, from 0.7 per cent for 610 BC Buildings Corporation employees in British Columbia, to 3.0 per cent for 2,910 University of Calgary (support) employees.

On a regional-jurisdictional basis, the largest concentration of employees - 14,800 in 6 agreements - was in the Federal jurisdiction under the Canada Labour Code, and all in the transportation and communications sector; they averaged wage gains of 2.7 per cent. Of these 14,800 employees, 10,000 in 4 agreements were in the private sector with wage increases averaging 3.1 per cent (in addition to the 850 office employees of MTT, they comprised: 850 MTT plant employees, at 4.1 per cent, 3,900 Air Canada flight attendants, at 4.0 per cent, and 4,400 Canadian Pacific Railway engineers, at 2.0 per cent). Also under the Canada Labour Code, but in the public sector, were 4,800 employees with an average increase of 1.8 per cent through 2 settlements (1,600 Ottawa-Carleton Regional Transit drivers and mechanics, at 2.1 per cent, and 3,200 supervisory and administration employees of Canada Post, at 1.6 per cent). In the Prairie provinces, 10,360 employees gained wages increases averaging 2.4 per cent in 4 agreements reached in July; (in the private sector, 1,350 Boeing plant and maintenance employees in Manitoba, at 4.0 per cent, and 3 public sector settlements: 2 health-sector settlements in Manitoba at 1.7-1.8 per cent and the University of Calgary settlement at 3.0 per cent). In British Columbia, 8,640 employees received wage gains averaging 1.6 per cent in 5 settlements. For 8,030 private-sector employees in 4 of these agreements, wage gains averaged 1.7 per cent; (in addition to the Alcan agreement (see above), they comprised:

4,050 Hospitality Industrial Relations Association of BC employees, at 1.5 per cent, 1,450 Cominco employees in Trail, at 1.7 per cent, and 1,140 Pacific Press employees in Vancouver, at 2.7 per cent). In Quebec, 3,360 employees gained increases averaging 2.6 per cent in 4 agreements (2 manufacturing and 1 mining settlement covering 2,620 employees, at an average of 2.9 per cent, and a (public administration) Ville de Laval settlement at 1.6 per cent for 740 employees). In both Ontario and Atlantic Canada, there were 1,900 employees in 2 agreements; the Ontario settlements yielded increases averaging 2.4 per cent, and the Atlantic Canada settlements, 3.1 per cent.

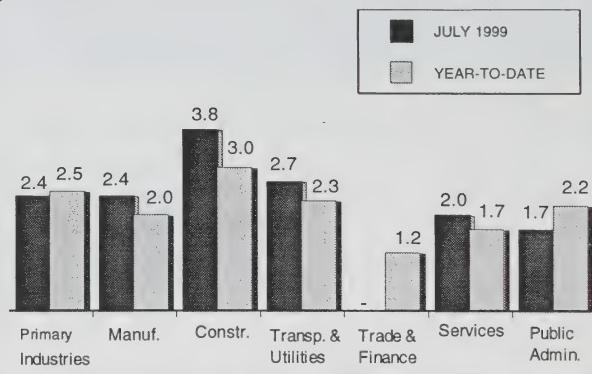
On an industry basis, average wage increases in descending order of magnitude were: **construction, 3.8 per cent** for 1,200 employees in a New Brunswick settlement; **transportation and communication, 2.7 per cent** for 14,800 employees in 6 federal jurisdiction settlements (detailed above); 2.4 per cent in both **primary industries** with 620 employees in a Noranda mines (Quebec) settlement, and in the **manufacturing** sector, with 8,030 employees in 7 settlements (most detailed previously); **2.0 per cent in community business and personal services** for 13,860 employees in 5 settlements; and **1.7 per cent in public administration** for 2,450 employees in 3 settlements.

There were no wage freezes or wage rollbacks among the settlements ratified in the month of July 1999, and only one agreement covering 610 public-sector employees (1.5 per cent of all employees in July) provided an increase in the under -1.0 per cent range. The largest concentration of employees, 17,630 or 43 per cent of all employees, gained increases in the 1.0 to 1.9 per cent range (10,040 from the public sector). In the 2.0 to 2.9 per cent range were 10,360 employees or 25.3 per cent of all employees (7,660 in the private sector). For 5,410 employees, or 13.2 per cent of all employees, wage gains were in the 3.0 per cent to 3.9 per cent range (2,910 from the public and 2,500 from the private sector). For 6,950 employees, or 17.0 per cent of all employees, wage gains ranged between 4.0 per cent and 4.2 per cent (all in the private sector).

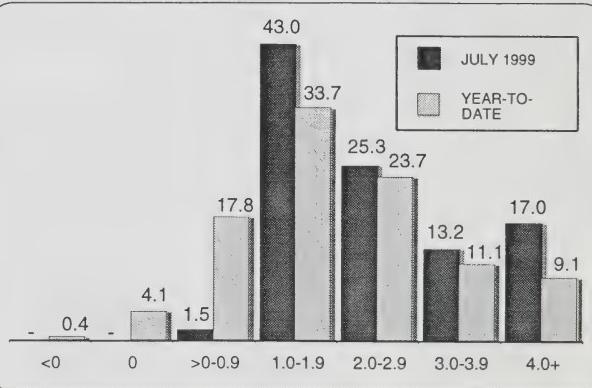
The distribution of settlements and employees by region/jurisdiction for July 1999 is shown in the table below and the accompanying chart.

	<u>Agreements</u>	<u>Employees</u>
Atlantic provinces	2	1,900
Quebec	4	3,360
Ontario	2	1,900
Prairie provinces	4	10,360
British Columbia	5	8,640
Federal	6	14,800

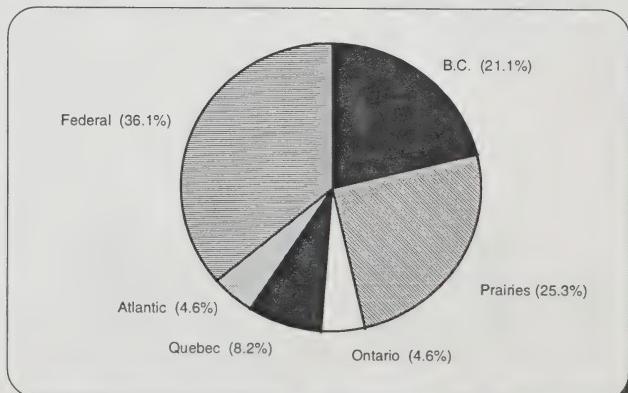
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN JULY**

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (1 agreement)</b>	<b>620</b>	<b>2.4</b>	<b>2.5</b>	<b>36</b>	.
Noranda inc.-Fonderie Horne, mine employees, Rouyn (Que.)	620	2.4*	2.5	36	2002-02-28
<b>Manufacturing (7 agreements)</b>	<b>8,030</b>	<b>2.4</b>	<b>2.0</b>	<b>40.1</b>	.
Stora Enso Port Hawkesbury Limited, mill employees, Point Tupper (N.S.)	700	1.8	0.0	72	2004-05-31
Domtar Inc. (Fine Papers Division), production, Windsor (Que.)	700	2.5	3.0	72	2005-04-30
Goodyear Canada Inc., plant & maintenance empl., Valleyfield (Que.)	1,300	3.4*	2.2	36	2002-06-30
Boeing Canada Technology Ltd., plant & maintenance empl., Winnipeg (Man.)	1,350	4.0*	3.1	36	2002-07-10
Alcan Smelters and Chemicals Ltd., plant & maintenance empl., Kitimat (B.C.)	1,390	1.0*	1.0	36	2002-07-23
Cominco Ltd., plant & maintenance empl., Trail (B.C.)	1,450	1.5	1.5	24	2001-05-31
Pacific Press Limited, print media employees, Vancouver (B.C.)	1,140	2.7	3.0	36	2001-11-30
<b>Construction (1 agreement)</b>	<b>1,200</b>	<b>3.8</b>	<b>3.3</b>	<b>24</b>	.
Mechanical Contractors Association of N.B. Inc., plumbers and pipefitters, province-wide (N.B.)	1,200	3.8	3.3	24	2001-06-30
<b>Transportation, Communication and Other Utilities (6 agreements)</b>	<b>14,800</b>	<b>2.7</b>	<b>3.2</b>	<b>39.8</b>	.
MTT, office and clerical employees, province-wide (N.S.)	850	4.2*	4.5	38	2002-01-01
MTT, plant & maintenance empl., province-wide (N.S.)	850	4.1*	4.4	38	2002-01-01
Ottawa-Carleton Regional Transit Commission, bus drivers, Ottawa (Ont.)	1,600	2.1	4.0	34	2002-03-31
Air Canada, flight attendants, System-Wide	3,900	4.0	5.0	36	2001-10-31
Canadian Pacific Railway, locomotive engineers, System-Wide	4,400	2.0	2.0	48	2002-12-31
Canada Post Corporation, technical employees, Canada-Wide	3,200	1.6	1.5	37	2001-10-31
<b>Community, Business &amp; Personal Services (5 agreements)</b>	<b>13,860</b>	<b>2.0</b>	<b>1.4</b>	<b>38.8</b>	.
Canadian Pacific Hotels and Resorts Corporation, hotel or restaurant employees, Toronto (Ont.)	800	2.7	3.3	36	2002-02-28
Regional Health Authorities of Manitoba, home care workers, province-wide (Man.)	4,800	1.8	0.0	48	2002-03-31
St. Boniface General Hospital, service & maintenance empl., St. Boniface (Man.)	1,300	1.7	0.0	48	2002-03-31
Governors of the University of Calgary, support employees, Calgary (Alta.)	2,910	3.0	3.0	24	2001-03-31
Hospitality Industrial Relations, hotel or restaurant employees, province-wide (B.C.)	4,050	1.7	2.0	36	2002-05-31
<b>Public Administration (3 agreements)</b>	<b>2,450</b>	<b>1.7</b>	<b>1.3</b>	<b>39.6</b>	.
Ville de Laval, recreational employees, Laval (Que.)	740	1.6	1.5	48	2001-12-31
City of Windsor, inside employees, Windsor (Ont.)	1,100	2.2	2.0	36	2001-12-31
British Columbia Buildings Corporation, building maintenance, province-wide (B.C.)	610	0.7	0.0	36	
<b>Agreement with COLA (6 agreements)</b>	<b>6,360</b>	<b>3.1</b>	<b>2.8</b>	<b>36.5</b>	.
<b>Agreements without COLA (17 agreements)</b>	<b>34,600</b>	<b>2.3</b>	<b>2.1</b>	<b>39.4</b>	.
<b>All agreements (23 agreements)</b>	<b>40,960</b>	<b>2.4</b>	<b>2.2</b>	<b>39.0</b>	.

\*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998			1999		Year to Date *	1999		
				2	3	4	1	2		May	Jun	Jul
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	1.5	1.6	1.7	1.4	1.7	1.5	2.4	2.0	2.2	2.6	2.4
Non-COLA	0.6	1.4	1.6	1.6	1.3	1.7	1.5	2.5	2.0	2.3	2.6	2.3
COLA	2.5	1.7	2.5	2.3	2.3	3.2	2.1	1.9	2.1	1.9	2.2	3.1
First Year Increase	0.7	1.2	1.4	1.4	0.9	1.8	1.2	2.1	1.7	2.3	1.8	2.2
Non-COLA	0.5	1.1	1.3	1.4	0.9	1.7	1.2	2.2	1.7	2.5	1.7	2.1
COLA	2.5	1.7	2.6	1.8	2.5	4.7	2.0	1.7	1.9	1.5	2.2	2.8
<b>Industries</b>												
Primary Industries	1.7	1.7	1.1	2.8	-	0.0	-	2.6	2.5	3.0	-	2.4
Manufacturing	2.8	2.3	1.4	1.1	1.1	1.8	1.6	2.1	2.0	2.4	2.5	2.4
Construction	0.1	1.6	2.4	2.7	2.0	2.4	2.5	5.3	3.0	5.9	5.0	3.8
Transp. & Communication	0.7	1.6	1.9	2.1	1.7	2.2	2.0	2.3	2.3	1.7	1.9	2.7
Trade-Finance	0.6	1.7	1.5	1.1	2.0	1.5	2.4	1.0	1.2	0.9	-	-
Services	0.6	1.0	1.3	1.5	1.1	1.0	0.9	2.2	1.7	2.4	2.4	2.0
Public Administration	0.4	1.4	1.8	1.7	1.4	2.2	1.7	3.1	2.2	2.2	3.5	1.7
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	1.1	-	-	1.5	1.6	1.6	-	1.4	-
Prince Edward Island	1.7	-	2.1	2.1	-	2.1	2.8	2.3	2.5	-	-	-
Nova Scotia	1.7	2.0	2.5	1.9	1.9	1.8	4.5	-	3.1	-	-	1.8
New Brunswick	1.7	1.0	1.5	1.3	2.3	1.7	-	1.6	2.3	1.8	1.8	3.8
Quebec	1.7	1.3	0.9	0.4	2.0	1.7	1.3	1.4	1.5	2.1	1.9	2.6
Ontario	0.9	1.1	1.6	1.8	2.0	0.8	1.4	1.6	1.5	1.5	1.6	2.4
Manitoba	0.2	1.1	1.4	1.3	0.3	1.3	1.5	2.8	2.5	3.4	2.3	2.2
Saskatchewan	1.1	0.9	1.8	2.0	1.4	2.0	2.6	1.7	1.9	1.6	1.9	-
Alberta	1.1	2.4	3.0	3.1	2.5	2.9	4.3	4.3	4.3	4.1	4.7	3.0
British Columbia	0.6	1.4	0.7	1.0	0.7	0.9	0.7	0.5	0.8	0.5	0.0	1.6
Multi-Province	2.3	3.0	1.7	-	1.7	-	1.8	3.7	2.9	-	-	-
Federal Jurisdiction	0.5	1.8	2.1	2.0	1.8	2.2	2.0	3.1	2.7	2.2	3.7	2.7
<b>Public Sector</b>												
Private Sector	0.5	1.2	1.6	1.7	1.2	1.7	1.3	2.4	1.9	2.2	2.5	2.0
<b>Consumer Price Index</b>												
	1.6	1.6	0.9	1.0	0.9	1.1	0.8	1.6	1.3	1.6	1.6	1.8

\*January to July

(The data for the current month are preliminary.)

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Air Canada	IAM	8,400	July 99
•Corner Brook Pulp & Paper Ltd.	Comm., Energy & Paper Workers	550	Aug. 99
•Bldg. Contractors Assn. of Que. (non-residential)	various unions	60,500	Aug. 99
•Superfresh Food Markets (A&P) (Ont.)	UFCW	1,050	Aug. 99
•Sask. Assn. of Health Organizations	Nurses	8,400	Aug. 99
•NAV Canada	Air Traffic Control Assn	2,200	Aug. 99
•Highland Valley Copper (B.C.)	Steelworkers	830	Aug. 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Govt. of Canada	various unions	153,110	B/CO	Oct. 98/Sept. 99
•SRC (Radio-Canada)	STARF	1,160	B	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Govt. of Quebec	various unions	332,100	B	June 98
•Hydro Quebec	CUPE	11,310	WS†	Jan. 99
•Toronto Police Service	Toronto Police Assn.	7,300	B	December 98
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	B	various
•City of Toronto	CUPE (outside workers)	6,000	PCB	various
•City of Toronto	Firefighters	3,000	CO	various
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	B	October 98
<b>Private Sector</b>				
•Eastern Canada pulp and paper cos.	CEP	2,300	B	various 98
•Eastern Canada Car Carriers	Teamsters	1,600	B	October 99
•NAV Canada	ATSAC	950	B	Dec. 97
•DaimlerChrysler, Ford & GM	CAW	50,000	B	Sept. 99
•INCO Ltd. (Man.)	Steelworkers	1,070	B	Sept. 99
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	Tent.	Sept. 97

## Status\*

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

\*\* Ongoing negotiations on working conditions

† 1,500 employees on work stoppage; remaining employees declared essential

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Teachers' Union	10,000	October 99
•New Brunswick Power Corp.	IBEW	650	September 99
•Ontario Hospitals	ONA	37,000	March 98
•Ontario Hospitals	OPSEU	5,000	March 99
•Miracle Food Mart (A&P) (Ont.)	UFCW	3,600	November 99
•Government of Alberta	AUPE	21,290	August 99

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from Employment, Earnings and Hours of Work (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 percent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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# THE WAGE SETTLEMENTS BULLETIN

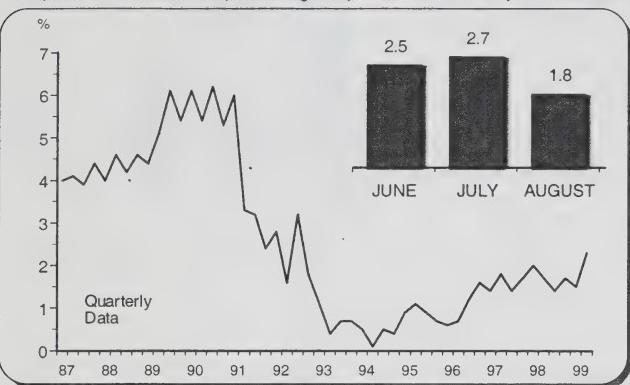
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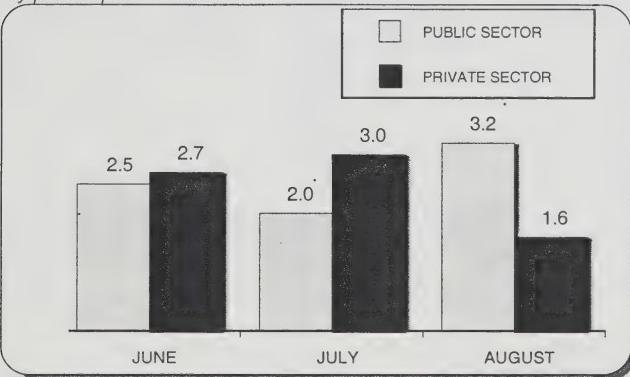
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October 1999  
Volume 10, Issue 10  
(revised)

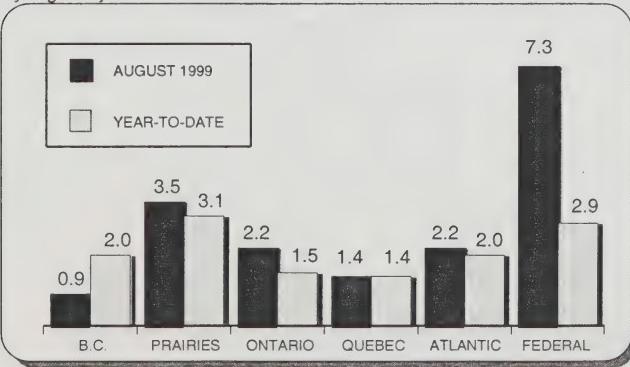
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region / jurisdiction



Le Bulletin existe également en français.

## August 1999

Major collective bargaining settlements reached in **August 1999** provided base-rate wage adjustments averaging **1.8 per cent** annually over the contract-term, down from 2.7 per cent in July but up slightly from 1.6 per cent in the year 1998.

Base rate wage adjustments for January through August 1999 averaged 2.0 per cent.

The results for August 1999 are based on a review of 17 settlements covering 80,500 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.1 per cent, a smaller gain than in their current settlements.

Wage adjustments in August's settlements ranged from a wage freeze for 830 employees with Highland Valley Copper in B.C., to a high of 7.3 per cent for 2,200 air traffic controllers with NAV CANADA.

Wage gains in August were higher in the **public sector (3.2 per cent)** than in the **private sector (1.6 per cent)**. The (employee-weighted) data were influenced by 4 major agreements. Private sector wage adjustments were moderated in large part by 3 Quebec construction settlements providing approximately 60,500 workers (87 % of the total private sector employee count), with gains averaging 1.3 per cent. The overall private sector data cover 69,440 employees in 13 agreements. In the public sector, 8,400 nurses (76% of employees in this sector) settled with the Saskatchewan Association of Health Organizations for wage increases averaging 3.5 per cent. There were only 4 public sector agreements in August covering 11,060 employees.

On a regional/jurisdictional basis, wage adjustments in August were below the national average of 1.8 per cent in Quebec (1.4 per cent average increase for 63,760 employees in 8 settlements), and in B.C. (0.9 per cent average for 1,730 employees in 2 agreements). Approximately 79% of all employees in August's settlements were in the Quebec jurisdiction. The average wage adjustment was higher than the national average in the remaining jurisdictions;

continued on next page

in Newfoundland wage gains averaged 2.2 per cent (550 paper workers in a single agreement), in Ontario, 2.2 per cent (3,860 employees in 4 agreements), in Saskatchewan, 3.5 per cent (8,400 nurses in a single agreement), and in the Federal jurisdiction, 7.3 per cent (2,200 air traffic controllers in a single agreement).

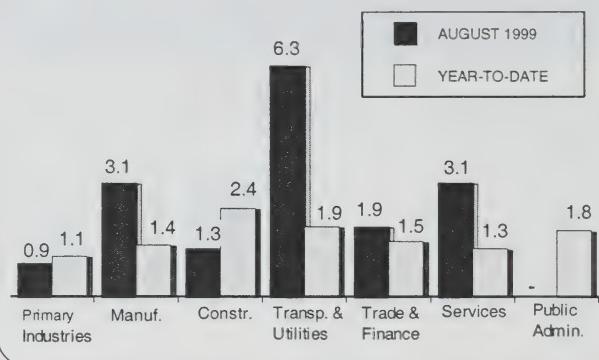
On an industry basis, average wage increases in ascending order of magnitude were: **primary industries**, 0.9 per cent for 1,380 employees in 2 agreements; **construction**, 1.3 per cent for 60,500 employees in 3 agreements; **trade**, 1.9 per cent for 1,050 retail employees with Super Fresh Food Markets (A&P); **3.1 per cent** in both **manufacturing** with 2,260 employees in 3 agreements, and in the **services sector**, with 12,580 employees in 6 settlements; and **6.3 per cent** in **transportation** with 2,730 employees in 2 settlements.

There was a single wage freeze among the settlements (Highland Valley Copper) ratified in the month of August, 1999, accounting for 1% of all employees. The largest concentration of employees (79.1%) gained increases of 1.3 per cent, originating exclusively from the Quebec construction settlements. In the 2.0 to 2.9 per cent range there were 3,940 employees (4.9% of all employees) and in the 3.0 to 3.9 per cent range, 9,000 employees (11.2% of all employees). For 3,050 employees (3.8 % of all employees), wage gains were 5.0 and 7.3 per cent (in 2 separate agreements).

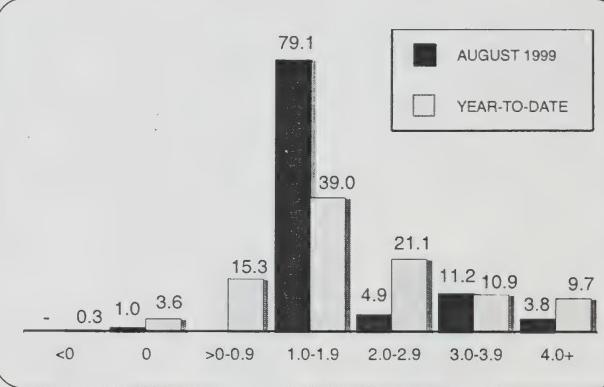
The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	<u>Agreements</u>	<u>Employees</u>
Atlantic provinces	1	550
Quebec	8	63,760
Ontario	4	3,860
Prairie provinces	1	8,400
British Columbia	2	1,730
Federal	1	2,200

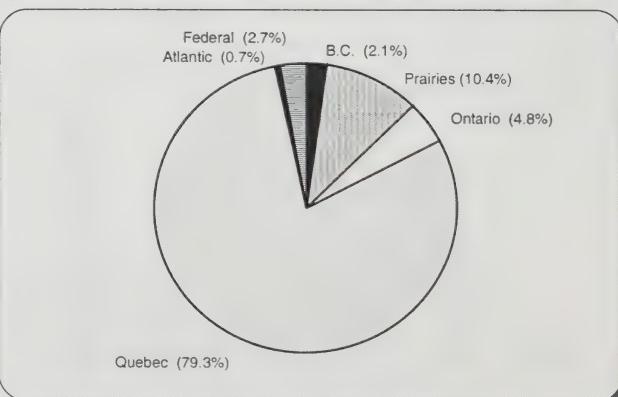
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN AUGUST**

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (2 agreements)</b>	<b>1,380</b>	<b>0.9</b>	<b>1.2</b>	<b>60</b>	.
Corner Brook Pulp and Paper Limited, woods operators, Corner Brook (Nfld.)	550	2.2	3.0	60	2003-12-31
Highland Valley Copper, production, Logan Lake (B.C.)	830	0.0	0.0	60	2003-09-30
<b>Manufacturing (3 agreements)</b>	<b>2,260</b>	<b>3.1</b>	<b>2.1</b>	<b>46.2</b>	.
Rolls-Royce (Canada) Limited, production, Lachine (Que.)	850	5.0	4.0	24	2001-04-01
Tye-Sil Corporation limitée, plant & maintenance empl., Montreal (Que.)	730	2.0	2.0	48	2003-01-31
Weyerhaeuser Canada Ltd., mill employees, Dryden (Ont.)	680	1.8	0.0	72	2004-09-01
<b>Construction (3 agreements)</b>	<b>60,500</b>	<b>1.3</b>	<b>0.0</b>	<b>36</b>	.
Association de la construction du Québec, construction trades - all, province-wide (Que.)	27,000	1.3	0.0	36	2001-04-30
Association de la construction du Québec, construction trades - all, province-wide (Que.)	13,500	1.3	0.0	36	2001-04-30
Association des constructeurs de routes et grands travaux du Québec, construction trades - all, province-wide (Que.)	20,000	1.3	0.0	36	2001-04-30
<b>Transportation, Communication and Other Utilities (2 agreements)</b>	<b>2,730</b>	<b>6.3</b>	<b>5.2</b>	<b>40.7</b>	.
Montreal South Shore Transit Society, bus drivers, Longueuil (Que.)	530	2.0*	2.0	48	2002-12-31
NAV Canada, air traffic controllers, Canada-Wide	2,200	7.3	6.0	39	2001-03-31
<b>Trade-Finance (1 agreement)</b>	<b>1,050</b>	<b>1.9</b>	<b>2.1</b>	<b>49</b>	.
Super Fresh Food Markets (div. of A & P Co. of Canada, Limited), retail employees, province-wide (Ont.)	1,050	1.9	2.1	49	2003-09-22
<b>Community, Business &amp; Personal Services (6 agreements)</b>	<b>12,580</b>	<b>3.1</b>	<b>3.9</b>	<b>33.3</b>	.
Canadian Pacific Hotels Corporation Queen Elizabeth Hotel, hotel & restaurant employees, Montreal (Que.)	600	3.0	3.0	36	2002-06-30
Société du parc des îles, service & maintenance empl., Montreal (Que.)	550	1.6	2.0	48	2002-12-31
University of Western Ontario, office and clerical employees, London (Ont.)	1,000	2.1	3.8	22	2001-06-30
York University, office and clerical employees, Toronto (Ont.)	1,130	2.7	2.7	12	2000-07-31
Saskatchewan Association of Health Organizations, nurses, province-wide (Sask.)	8,400	3.5	4.4	36	2002-03-31
Coast Hotels Ltd., hotel & restaurant employees, Nanaimo (B.C.)	900	1.7	2.0	36	2002-04-30
<b>Agreements with COLA (1 agreement)</b>	<b>530</b>	<b>2.0</b>	<b>2.0</b>	<b>48.0</b>	.
<b>Agreements without COLA (16 agreements)</b>	<b>79,970</b>	<b>1.8</b>	<b>0.9</b>	<b>36.5</b>	.
<b>All agreements (17 agreements)</b>	<b>80,500</b>	<b>1.8</b>	<b>0.9</b>	<b>36.6</b>	.

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note : Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998			1999		Year to Date *	1999		
				2	3	4	1	2		Jun	Jul	Aug
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	1.5	1.6	1.7	1.4	1.7	1.5	2.4	2.0	2.5	2.7	1.8
Non-COLA	0.6	1.4	1.6	1.6	1.3	1.7	1.5	2.5	2.0	2.6	2.6	1.8
COLA	2.5	1.7	2.5	2.4	2.3	3.2	2.1	1.9	2.1	2.2	3.1	2.0
First Year Increase	0.7	1.2	1.4	1.4	0.9	1.8	1.2	2.1	1.6	1.8	2.8	0.9
Non-COLA	0.5	1.1	1.3	1.4	0.9	1.7	1.2	2.2	1.6	1.7	2.8	0.9
COLA	2.5	1.7	2.6	1.8	2.5	4.8	2.0	1.7	1.9	2.2	2.8	2.0
<b>Industries</b>												
Primary Industries	1.7	1.7	1.1	2.8	-	0.0	-	2.6	2.1	-	2.4	0.9
Manufacturing	2.8	2.3	1.4	1.1	1.1	1.8	1.6	2.1	2.1	2.5	2.4	3.1
Construction	0.1	1.6	2.4	2.7	2.0	2.4	2.5	5.3	2.0	5.0	3.8	1.3
Transp. & Communication	0.7	1.6	1.9	2.1	1.7	2.2	2.0	2.3	2.5	1.9	3.2	6.3
Trade-Finance	0.6	1.7	1.5	1.1	2.0	1.5	2.4	1.0	1.2	-	-	1.9
Services	0.6	1.0	1.3	1.5	1.1	1.0	0.9	2.2	1.7	2.4	2.1	3.1
Public Administration	0.4	1.4	1.8	1.7	1.4	2.2	1.7	3.1	2.2	3.5	1.7	-
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	1.1	-	-	1.5	1.6	1.6	1.4	-	2.2
Prince Edward Island	1.7	-	2.1	2.1	-	2.1	2.8	2.3	2.5	-	-	-
Nova Scotia	1.7	2.0	2.5	1.9	1.9	1.8	4.5	-	3.1	-	1.8	-
New Brunswick	1.7	1.0	1.5	1.3	2.3	1.7	-	1.6	2.3	1.8	3.8	-
Quebec	1.7	1.3	0.9	0.4	2.0	1.7	1.3	1.4	1.4	1.9	2.6	1.4
Ontario	0.9	1.1	1.6	1.8	2.0	0.8	1.4	1.6	1.5	1.6	2.5	2.2
Manitoba	0.2	1.1	1.4	1.3	0.3	1.3	1.5	2.8	2.5	2.3	2.2	-
Saskatchewan	1.1	0.9	1.8	2.0	1.4	2.0	2.6	1.7	2.2	1.9	-	3.5
Alberta	1.1	2.4	3.0	3.1	2.5	2.9	4.3	4.3	4.3	4.7	3.0	-
British Columbia	0.6	1.4	0.7	1.0	0.7	0.9	0.7	0.5	0.8	0.0	1.6	0.9
Multi-Province	2.3	3.0	1.7	-	1.7	-	1.8	3.7	2.9	-	-	-
Federal Jurisdiction	0.5	1.8	2.1	2.0	1.8	2.2	2.0	3.1	2.9	3.7	3.2	7.3
Public Sector	0.5	1.2	1.6	1.7	1.2	1.7	1.3	2.4	1.9	2.5	2.0	3.2
Private Sector	1.7	1.8	1.8	1.6	1.7	1.9	2.2	2.4	2.2	2.7	3.0	1.6
Consumer Price Index	1.6	1.6	0.9	1.0	0.9	1.1	0.8	1.6	1.4	1.6	1.8	2.1

\*January to August

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Laval University (Quebec City)	CUPE	1,500	Sept. 99
•DaimlerChrysler Canada	CAW	13,800	Oct. 99
•Ford Motor Co.	CAW	12,930	Sept. 99
•City of Toronto	CUPE (outside workers)	7,000	Sept. 99
•Toronto Police Service	Toronto Police Assn.	7,300	Oct. 99
•MTS Communications Inc.	CEP	1,530	Sept. 99
•Council of Marine Carriers (B.C.)	Intl. Longshore Warehouse Union	650	Oct. 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	131,490	B/CO	Oct.98/Sept.99
•SRC (Radio-Canada)	STARF	1,160	CO	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•New Brunswick Power Corp.	IBEW	650	B	Sept. 99
•Government of Quebec	various unions	332,100	B	June 98
•Hydro Quebec	CUPE	11,310	Tent.	Jan. 99
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	ONA	37,000	B	March 98
•Government of Alberta	AUPE	21,290	B	Aug. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
<b>Private Sector</b>				
•Eastern Canada pulp and paper cos.	CEP	1,750	B	various 98
•Eastern Canada Car Carriers	Teamsters	1,600	B	Oct. 99
•NAV CANADA	ATSAC	800	B	April 98
•General Motors	CAW	22,200	B	Sept. 99
•INCO Ltd. (Man.)	Steelworkers	1,070	WS	Sept. 99

Status\* :

ARB arbitration

B bargaining

B/WS bargaining after work stoppage

CO conciliation

MED mediation

M/W/S mediation after work stoppage

PAB post-arbitration bargaining

PCB post-conciliation bargaining

PMB post-mediation bargaining

Tent. tentative agreement

WS work stoppage

\*\* Ongoing negotiations on working conditions

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Teachers' Union	10,000	Oct. 99
•Government of Nova Scotia	CUPE	1,400	Oct. 99
•Sydney Steel	Steelworkers	600	Oct. 99
•Ontario hospitals	OPSEU	5,000	March 99
•Miracle Food Mart (A&P) (Ont.)	UFCW	3,600	Nov. 99

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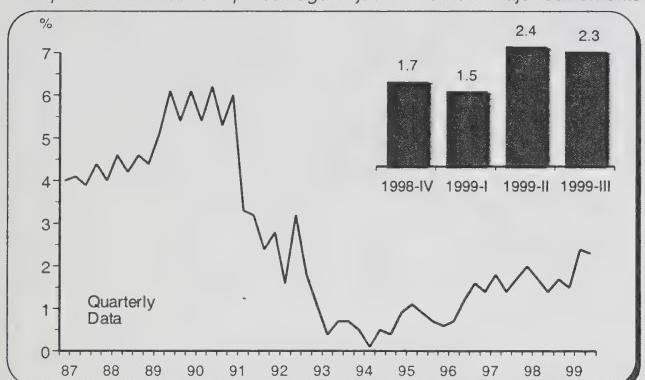
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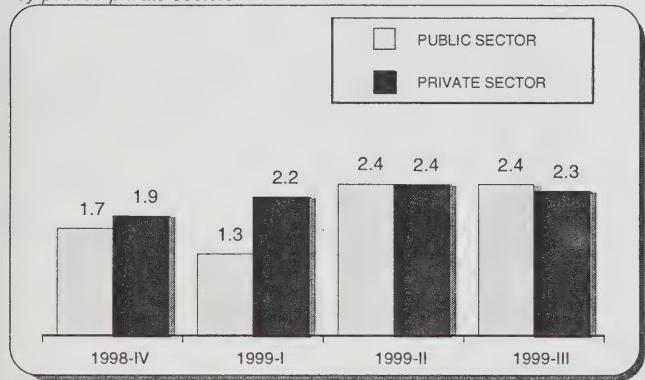
# THE WAGE SETTLEMENTS BULLETIN

November 1999  
Volume 10, Issue 11

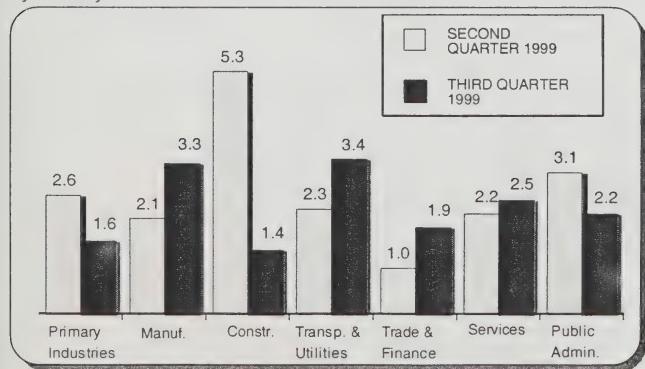
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by industry



Le Bulletin existe également en français.

## THIRD QUARTER 1999

Base-rate wage adjustments from major collective bargaining settlements ratified in the **third quarter of 1999**, averaged **2.3 per cent** annually over the contract-term, up from the 2.0 per cent average in the first half of 1999, and 1.6 per cent for the year 1998. Wage adjustments so far in 1999 (January - September), averaged 2.1 per cent. The third-quarter 1999 results are based on a review of 63 settlements reached in the period, with a coverage of 168,350 employees. When the parties to these settlements previously negotiated - with contract durations averaging approximately 31 months - the resulting wage adjustments averaged 1.5 per cent, compared to the 2.3 per cent gain in their most recent (third-quarter) settlements.

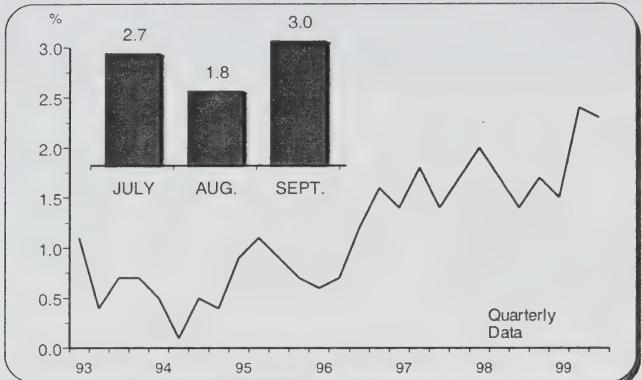
Since troughing in mid-1994, the overall size of wage adjustments has trended upwards - though moderately - and the 2.1 per cent gain so far in 1999 remains well below the most recent annual peak-gain of 5.6 per cent in 1990. Also, since 1993, average wage adjustments in the private sector have generally been above those in the public sector, although the gap has been narrowing since late 1997.

Wage adjustments for 44,350 employees in 25 third-quarter **public-sector** settlements averaged 2.4 per cent, an increase from 1.9 per cent in the first half of this year, and 1.6 per cent for the year 1998. In the **private sector**, 38 settlements reached in the third quarter provided wage adjustments averaging 2.3 per cent for 124,000 employees, the same wage gain as in the first half of this year, but up from 1.8 per cent for the year 1998.

Third-quarter average wage adjustments, on an industry basis, were highest in the transportation, communications, and other utilities sector at 3.4 per cent, followed closely by the manufacturing sector at 3.3 per cent. The average in the transportation and utilities sector was boosted by Air Canada settlements for 12,950 employees at 4.0 per cent, Maritime Tel. settlements for 1,700 employees at 4.2 per cent and a Nav. Canada settlement for 2,200 air traffic controllers at 7.3 percent. The manufacturing sector's third-quarter average of 3.3 per cent for 26,820 employees included 12,930 Ford Canada employees at 4.4 per cent; for the other 13,890 manufacturing employees, wage adjustments averaged 2.3 per cent.

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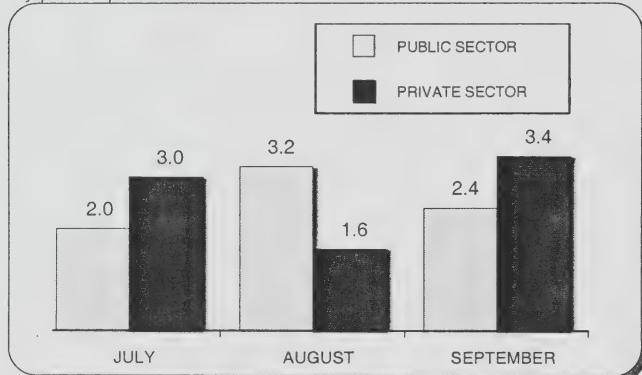
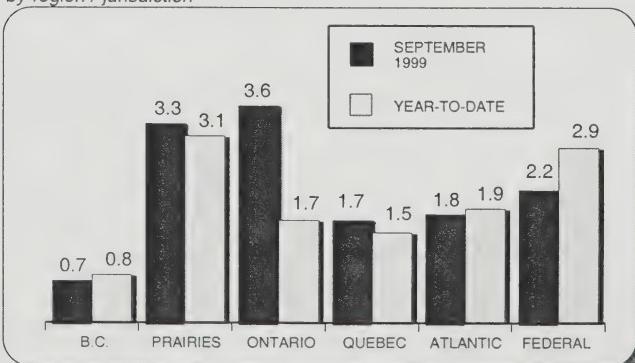
*Perspective on base rate percentage adjustments from major settlements***September 1999**

Major collective bargaining settlements reached in **September 1999** provided base-rate wage adjustments averaging **3.0 per cent** annually over the contract-term, up from 1.8 per cent in August and from 1.6 per cent in the year 1998.

The results for September 1999 are based on a review of 20 settlements covering 36,560 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.9 per cent, a smaller gain than in their current settlements.

Wage adjustments in September's settlements ranged from a wage freeze for 1,700 employees with the Canadian Fishing Co. in B.C., to a high of 4.4 per cent for 12,930 auto workers with the Ford Motor Co. of Canada. The Ford settlement had by far the largest impact on wages in September. Excluding the Ford settlement, wage increases averaged 2.2 per cent for the remaining 23,630 employees in 19 September agreements.

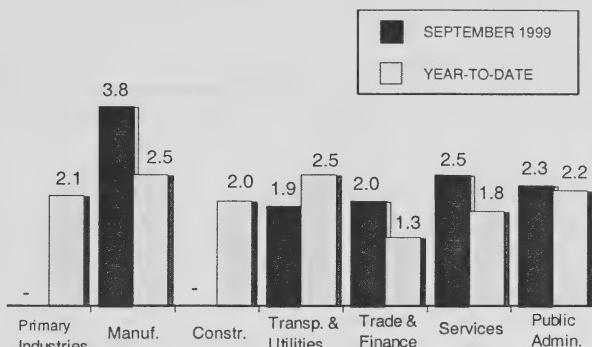
Wage gains in September were higher in the **private sector** (3.4 per cent) than in the **public sector** (2.4 per cent). The largest bargaining unit in the public sector (6,970 CUPE outside employees) settled with the City of Toronto for wage gains averaging 2.5 per cent. The Calgary Roman Catholic District School Board also settled with 2,500 teachers for wage increases averaging 3.6 per cent. The overall public sector data cover 16,500 employees in 12 agreements. There were 8 private sector agreements in September covering 20,060 employees.

*Base rate percentage adjustments from major settlements, by public / private sectors**Base rate percentage adjustments in major settlements, by region / jurisdiction*

On a regional/jurisdictional basis, wage adjustments in September, in descending order of magnitude were: Ontario at 3.6 per cent (6 agreements covering 22,580 employees); the Prairies at 3.3 per cent (3 agreements covering 3,570 employees); the Federal jurisdiction at 2.2 per cent (2 agreements covering 2,060 employees); the Atlantic provinces at 1.8 per cent (3 agreements covering 2,000 employees); Quebec at 1.7 per cent (3 agreements covering 3,500 employees), and in B.C. at 0.7 per cent (3 agreements covering 2,850 employees).

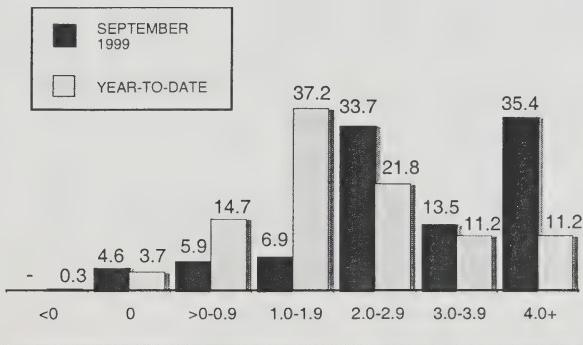
*Base rate percentage adjustments in major settlements,  
by industry*

On an industry basis, the largest proportion of employees was in the **manufacturing** sector with 16,530 employees in 4 agreements; it also has the largest overall average wage increase at 3.8 per cent. In descending order of magnitude, the remaining industry averages were: **services sector**, 2.5 per cent for 8,370 employees in 9 agreements; **public administration**, 2.3 per cent for 8,080 employees in 3 agreements; **trade**, 2.0 per cent for 850 employees in a single agreement; and 1.9 per cent in **transportation, communications and utilities** with 2,730 employees in 3 settlements.



*Percentage distribution of employees in major settlements,  
by size of base rate adjustments*

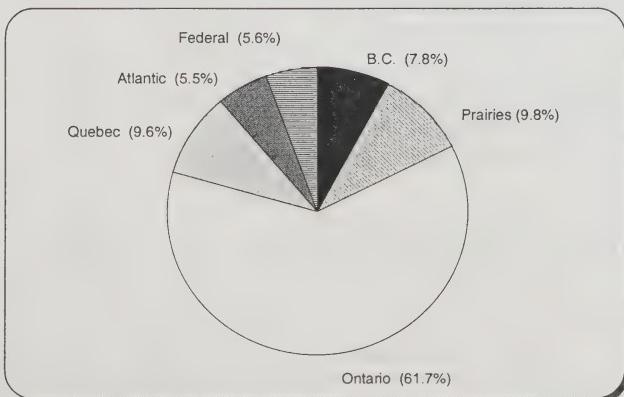
There was a single wage freeze among the settlements (Canadian Fishing Co.) ratified in the month of September, accounting for 4.6% of all employees. Also that month, 12.8 per cent of employees received increases below 2 per cent. The majority of employees were in the 2.0 to 2.9 per cent range. In the 2.0 to 2.9 per cent range there were 12,330 employees (33.7% of all employees); in the 3.0 to 3.9 per cent range, 4,930 employees (13.5% of all employees), and in the 4.0+ range, 12,930 employees (35.4% of all employees).



*Percentage distribution of employees in major settlements,  
by region/jurisdiction*

The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	3	2,000
Quebec	3	3,500
Ontario	6	22,580
Prairie provinces	3	3,570
British Columbia	3	2,850
Federal	2	2,060



**MAJOR SETTLEMENTS REACHED IN SEPTEMBER**

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (4 agreements)</b>	<b>16,530</b>	<b>3.8</b>	<b>3.2</b>	<b>34.8</b>	.
Waterville TG inc., plant & maintenance empls., Waterville (Que.)	1,150	2.9	2.9	36	2002-07-31
Bombardier Inc., Mass Transit Division, production empls., Thunder Bay (Ont.)	750	2.4*	2.1	36	2002-05-31
Ford Motor Company of Canada, Limited, plant & maintenance empls., Windsor (Ont.)	12,930	4.4*	3.7	36	2002-09-17
Canadian Fishing Company, fish processing empls., Coast (B.C.)	1,700	0.0	0.0	24	2001-04-15
<b>Transportation, Communication and Other Utilities (3 agreements)</b>	<b>2,730</b>	<b>1.9</b>	<b>1.8</b>	<b>37.2</b>	.
City of Mississauga, bus drivers & mechanics, Mississauga (Ont.)	550	2.3	2.0	42	2002-09-30
B.C. Gas Utility Ltd., utility workers, province-wide (B.C.)	650	0.7	0.0	36	2001-03-31
MTS Communications Inc., operators, office staff, province-wide (Man.)	1,530	2.2	2.5	36	2001-12-19
<b>Trade-Finance (1 agreement)</b>	<b>850</b>	<b>2.0</b>	<b>2.5</b>	<b>36</b>	.
Automobile Industry Employers' Association Inc., hourly rated employees, Montreal (Que.)	850	2.0	2.5	36	2002-07-16
<b>Community, Business &amp; Personal Services (9 agreements)</b>	<b>8,370</b>	<b>2.5</b>	<b>2.6</b>	<b>38.1</b>	.
Cape Breton Victoria Regional School Board, support employees, Cape Breton Island (N.S.)	900	1.4	1.7	41	2001-03-31
Government of New Brunswick, health & social care professionals, province-wide (N.B.)	550	3.2	1.5	36	2000-12-31
Laval University, office and clerical employees, Quebec (Que.)	1,500	0.5	0.0	66	2000-05-31
University of Ottawa, academic staff (part-time), Ottawa (Ont.)	820	3.0	2.9	36	2001-08-31
Deer Lodge Centre, Inc., non-medical employees, Winnipeg (Man.)	510	1.8	3.0	46	2002-04-01
Board of School Trustees of the Edmonton Catholic Reg. Div. No 40, office and clerical employees, Edmonton (Alta.)	560	3.3	3.3	12	2000-08-31
Calgary Roman Catholic Separate School District No. 1, elementary and secondary teachers, Calgary (Alta.)	2,500	3.6	4.2	24	2000-08-31
Canadian Pacific Hotels Corporation (Empress Hotel), hotel or restaurant employees, Victoria (B.C.)	500	3.0	3.0	36	2002-08-31
National Research Council of Canada, support employees, Canada-Wide	530	2.1	2.5	48	2001-04-30
<b>Public Administration (3 agreements)</b>	<b>8,080</b>	<b>2.3</b>	<b>1.9</b>	<b>37.9</b>	.
Halifax Regional Municipality, inside employees, Halifax (N.S.)	550	1.1	0.0	67	2001-10-31
City of Ottawa, firefighters, Ottawa (Ont.)	560	1.9	2.1	33	1998-12-31
City of Toronto, outside employees, Toronto (Ont.)	6,970	2.5	2.0	36	2002-01-01
<b>Agreements with COLA (2 agreements)</b>	<b>13,680</b>	<b>4.3</b>	<b>3.6</b>	<b>36.0</b>	
<b>Agreements without COLA (18 agreements)</b>	<b>22,880</b>	<b>2.2</b>	<b>2.1</b>	<b>36.7</b>	
<b>All agreements (20 agreements)</b>	<b>36,560</b>	<b>3.0</b>	<b>2.6</b>	<b>36.4</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998		1999			1999			Year to Date*
				3	4	1	2	3	Jul	Aug	Sept	
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	1.5	1.6	1.4	1.7	1.5	2.4	2.3	2.7	1.8	3.0	2.1
Non-COLA	0.6	1.4	1.6	1.3	1.7	1.5	2.5	2.1	2.6	1.8	2.2	2.0
COLA	2.5	1.7	2.5	2.3	3.2	2.1	1.9	3.8	3.1	2.1	4.3	2.6
First Year Increase	0.7	1.2	1.4	0.9	1.8	1.2	2.1	1.8	2.8	0.9	2.6	1.7
Non-COLA	0.5	1.1	1.3	0.9	1.7	1.2	2.2	1.6	2.8	0.9	2.1	1.6
COLA	2.5	1.7	2.6	2.5	4.8	2.0	1.7	3.3	2.8	2.0	3.6	2.3
<b>Industries</b>												
Primary Industries	1.7	1.7	1.1	-	0.0	-	2.6	1.6	2.4	1.3	-	2.1
Manufacturing	2.8	2.3	1.4	1.1	1.8	1.6	2.1	3.3	2.4	3.1	3.8	2.5
Construction	0.1	1.6	2.4	2.0	2.4	2.5	5.3	1.4	3.8	1.3	-	2.0
Transp. & Communication	0.7	1.6	1.9	1.7	2.2	2.0	2.3	3.4	3.2	6.3	1.9	2.5
Trade-Finance	0.6	1.7	1.5	2.0	1.5	2.4	1.0	1.9	-	1.9	2.0	1.3
Services	0.6	1.0	1.3	1.1	1.0	0.9	2.2	2.5	2.1	3.1	2.5	1.8
Public Administration	0.4	1.4	1.8	1.4	2.2	1.7	3.1	2.2	1.7	-	2.3	2.2
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	-	-	1.5	1.6	2.2	-	2.2	-	1.6
Prince Edward Island	1.7	-	2.1	-	2.1	2.8	2.3	-	-	-	-	2.5
Nova Scotia	1.7	2.0	2.5	1.9	1.8	4.5	-	1.5	1.8	-	1.3	2.1
New Brunswick	1.7	1.0	1.5	2.3	1.7	-	1.6	3.6	3.8	-	3.2	2.4
Quebec	1.7	1.3	0.9	2.0	1.7	1.3	1.4	1.5	2.6	1.4	1.7	1.5
Ontario	0.9	1.1	1.6	2.0	0.8	1.4	1.6	3.3	2.5	2.2	3.6	1.7
Manitoba	0.2	1.1	1.4	0.3	1.3	1.5	2.8	2.1	2.2	-	1.8	2.5
Saskatchewan	1.1	0.9	1.8	1.4	2.0	2.6	1.7	3.5	-	3.5	-	2.2
Alberta	1.1	2.4	3.0	2.5	2.9	4.3	4.3	3.3	3.0	-	3.5	4.2
British Columbia	0.6	1.4	0.7	0.7	0.9	0.7	0.5	1.3	1.6	0.9	0.7	0.8
Multi-Province	2.3	3.0	1.7	1.7	-	1.8	3.7	-	-	-	-	2.9
Federal Jurisdiction	0.5	1.8	2.1	1.8	2.2	2.0	3.1	3.4	3.2	7.3	2.2	2.9
Public Sector	0.5	1.2	1.6	1.2	1.7	1.3	2.4	2.4	2.0	3.2	2.4	1.9
Private Sector	1.7	1.8	1.8	1.7	1.9	2.2	2.4	2.3	3.0	1.6	3.4	2.3
Consumer Price Index	1.6	1.6	0.9	0.9	1.1	0.8	1.6	2.2	1.8	2.1	2.6	1.5

\*January to September data

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Government of Canada	PIPS	9,400	Oct. 99
•Firestone (Que.)	Metalworkers	850	Oct. 99
•General Motors	CAW	22,200	Oct. 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	127,790	B/CO	Oct.98/Sept.99
•SRC (Radio-Canada)	STARF	1,160	CO	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	N.S. Teachers' Union	10,000	B	Oct. 99
•New Brunswick Power Corp.	IBEW	600	B	Sept. 99
•Government of Quebec	various unions	332,100	B	June 98
•Hydro Quebec	CUPE	11,310	Tent.	Jan. 99
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	ONA	37,000	CO	March 98
•Government of Alberta	AUPE	21,290	B	Aug. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
<b>Private Sector</b>				
•Eastern Canada pulp and paper cos.	CEP	1,080	B	various 98
•Eastern Canada Car Carriers	Teamsters	1,600	CO	Oct. 99
•NAV CANADA	ATSAC	800	CO	April 98
•Miracle Food Mart (A&P) (Ont.)	UFCW	3,600	B	Nov. 99
•INCO Ltd. (Man.)	Steelworkers	1,070	WS	Sept. 99
•Saskatchewan Wheat Pool	Grain Services Union	1,200	Tent.	Jan. 00
•Agricore	Grain Services Union	850	WS	Dec. 98
•B.C. Maritime Employers' Assn.	ILWU	2,000	Tent.	Dec. 98

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

\*\* Ongoing negotiations on working conditions

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
Bell Canada	Telephone Employees (Ind.)	1,285	Dec. 99
Purolator Courier	Teamsters	8,000	Dec. 99
Government of Nova Scotia	CUPE	1,400	Oct. 99
Sydney Steel	Steelworkers	600	Oct. 99
Banque Laurentienne Bank	OPEIU	1,510	Dec. 99
Ontario hospitals	OPSEU	5,000	March 99
Ontario Provincial Police	OPPA	4,840	Dec. 99

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from Employment, Earnings and Hours of Work (Cat. 72-002).

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Client Services at 1-800-567-6866  
 or in the Ottawa-Hull region (819) 997-3117  
 or  
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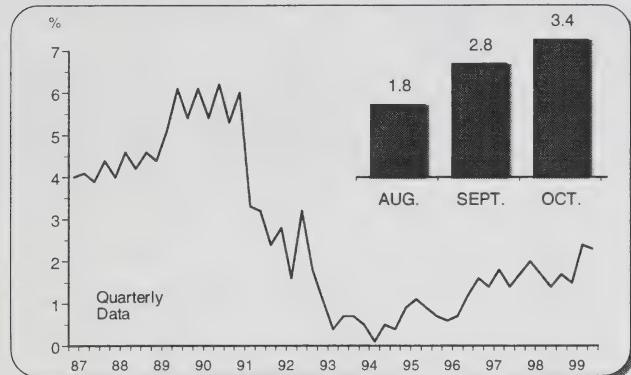




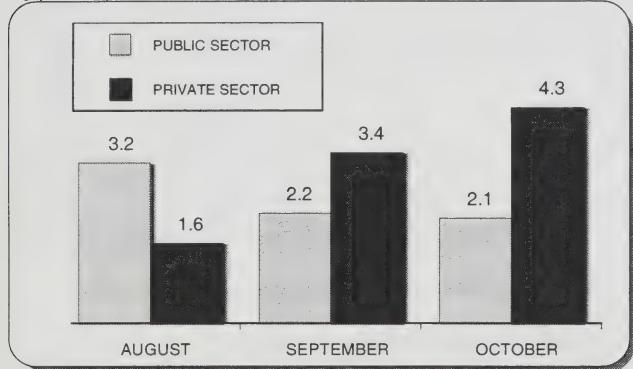
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December 1999  
Volume 10, Issue 12

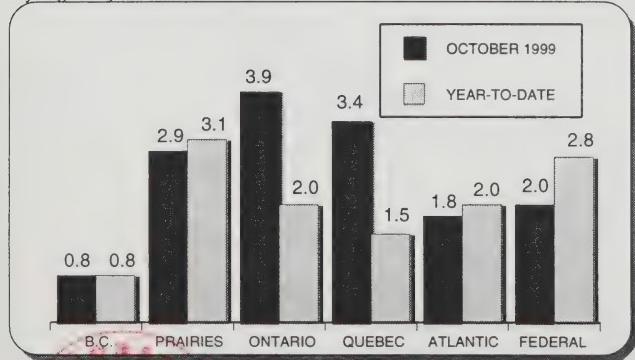
## Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region / jurisdiction



Le Bulletin existe également en français.

## October 1999

Base-rate wage adjustments from major collective bargaining settlements ratified in **October of 1999**, averaged **3.4 per cent** annually over the contract-term, up from the 2.8 per cent average in September, and 1.6 per cent for the year 1998. Wage adjustments so far in 1999 (January to October), have averaged 2.2 per cent.

The October results are based on a review of 27 settlements reached in the period, with a coverage of 62,170 employees. When the parties to these settlements previously negotiated (with contract durations averaging approximately 33 months), the resulting wage adjustments averaged 2.7 per cent, compared to the 3.4 per cent gain in their most recent settlements.

The General Motors and DaimlerChrysler settlements had the largest impact on wages in October. The two auto companies accounted for 8 settlements covering 34,860 Canadian Auto workers (56% of the total employee coverage for October), with wage increases averaging 4.4 or 4.5 per cent. Excluding the automotive sector settlements, wage increases averaged 2.1 per cent for the remaining 27,310 employees in 19 October agreements.

Wage adjustments for 24,510 employees in 15 October **public-sector** settlements averaged 2.1 per cent, a slight decrease from 2.2 per cent in September, and an increase from 1.6 per cent for the year 1998. One noteworthy agreement was between the Government of Canada and 9,410 public service employees in the auditing, commerce and purchasing group for wage increases averaging 2.0 per cent; there were also 3 settlements averaging 2.3 per cent between the Toronto Police Services Board and 7,000 officers (uniform, Unit A and Unit C). In the **private sector**, 12 settlements reached in October provided wage adjustments averaging 4.3 per cent for 37,660 employees.

On a regional/jurisdictional basis, wage adjustments in October, in descending order of magnitude were: Ontario at 3.9 per cent (14 agreements covering 43,050 employees); Quebec at 3.4 per cent (3 agreements covering 3,470 employees); the Prairies at 2.9 per cent (5 agreements covering 3,050 employees); the

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Federal jurisdiction at 2.0 per cent (2 agreements covering 9,910 employees); the Atlantic provinces at 1.8 per cent (1 agreement covering 500 employees), and in B.C. at 0.8 per cent (2 agreements covering 2,190 employees).

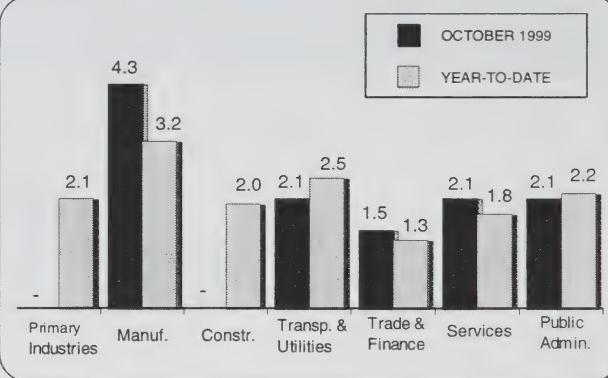
On an industry basis, the largest proportion of employees was in the **manufacturing** sector (impact of the auto sector settlements again) with 37,160 employees in 11 agreements; it also had the largest average wage increase at 4.3 per cent. In the remaining industry divisions, wage increases averaged 2.1 per cent in each of **transportation and utilities** (2 agreements covering 1,090 employees), the **services** sector (7 agreements covering 5,160 employees) as well as **public administration** (6 agreements covering 18,210 employees). A single agreement in the **trade** sector averaged 1.5 per cent (Quebec Liquor Corp.).

There were no settlements ratified in the month of October with a wage cut or freeze. The majority of workers (56.9% of employees) received wage increases in the 4.0 to 4.9 per cent range. The second largest concentration of employees (32.7%) received increases in the 2.0 to 2.9 per cent range. There were only 1,090 employees (1.8% of all employees) in the 0.1 to 0.9 per cent range, and 4,810 employees (7.7% of all employees) in the 1.0 to 1.9 per cent range. Also that month, 580 workers (0.9% of all employees) received increases ranging from 3.0 to 3.9 per cent.

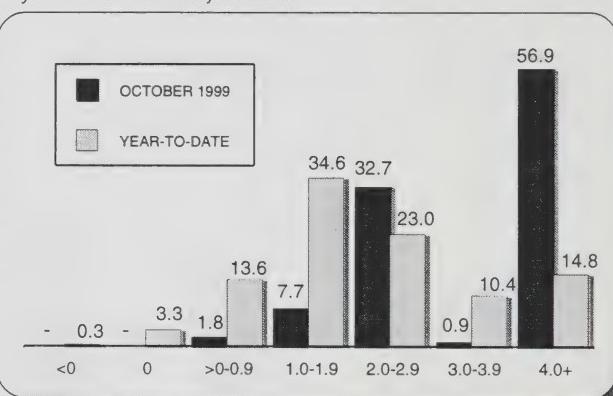
The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	<u>Agreements</u>	<u>Employees</u>
Atlantic provinces	1	500
Quebec	3	3,470
Ontario	14	43,050
Prairie provinces	5	3,050
British Columbia	2	2,190
Federal	2	9,910

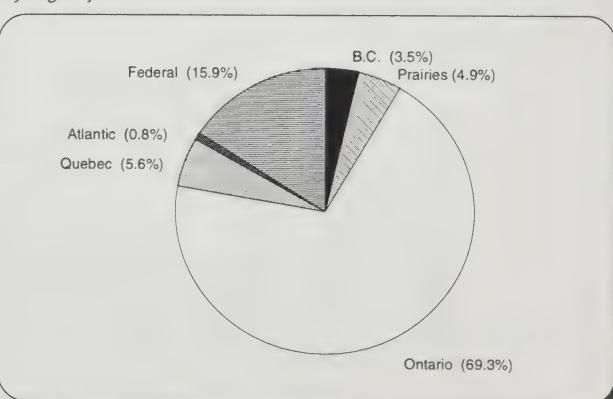
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



## MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (11 agreements)</b>					
Bowater Mersey Paper Co. Limited, mill employees, Liverpool (N.S.)	37,160	4.3	3.7	38.2	.
Bridgestone/Firestone Canada Inc., plant & maintenance employees, Joliette (Que.)	500	1.8	0.0	72	2004-04-30
General Motors of Canada Limited, plant & maintenance employees, Boisbriand (Que.)	850	2.2*	3.2	72	2005-08-31
DaimlerChrysler Canada Inc., plant & maintenance employees, Ajax (Ont.)	2,070	4.5*	3.9	36	2002-09-17
DaimlerChrysler Canada Inc., plant & maintenance employees, Bramalea (Ont.)	680	4.5*	3.9	36	2002-09-17
DaimlerChrysler Canada Inc., plant & maintenance employees, Windsor (Ont.)	4,350	4.5*	3.9	36	2002-09-17
General Motors of Canada Limited, plant & maintenance employees, London (Ont.)	8,030	4.5*	3.9	36	2002-09-17
General Motors of Canada Limited, plant & maintenance employees, Oshawa (Ont.)	11,250	4.4*	3.8	36	2002-09-17
General Motors of Canada Limited, plant & maintenance employees, St. Catharines (Ont.)	5,090	4.4*	3.8	36	2002-09-17
General Motors of Canada Limited, plant & maintenance employees Windsor (Ont.)	1,790	4.4*	3.8	36	2002-09-17
Spruce Falls Inc., mill employees, Kapuskasing (Ont.)	950	1.9	0.0	72	2005-09-30
<b>Transportation, Communication and Other Utilities (2 agreements)</b>					
Epcor Utilities Inc., utility workers, Edmonton (Alta.)	1,090	2.1	1.8	36	.
Council of Marine Carriers, unlicensed personnel, Coast (B.C.)	590	2.8	2.5	36	2001-12-29
	500	1.3	1.0	36	2000-09-30
<b>Trade-Finance (1 agreement)</b>					
Société des alcools du Québec, warehouse employees, province-wide (Que.)	550	1.5	1.5	24	.
	550	1.5	1.5	24	2000-12-31
<b>Community, Business &amp; Personal Services (7 agreements)</b>					
Peel District School Board, occasional teachers, Mississauga (Ont.)	5,160	2.1	1.8	27.3	.
York University, professors, North York (Ont.)	510	1.9	0.0	30	2000-06-30
St. James-Assiniboia School Division No. 2, elementary and secondary teachers, St. James-Assiniboia (Man.)	1,100	2.0	2.5	24	2001-04-30
Chinook's Edge School Division No. 73, elementary and secondary teachers, Red Deer (Alta.)	650	2.0	2.0	24	2000-06-30
Government of Alberta, health & social care professionals, province-wide (Alta.)	580	3.1	2.0	36	2000-08-31
	710	2.3	2.4	24	1999-08-31

continued on next page

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**MAJOR SETTLEMENTS REACHED IN OCTOBER (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Red Deer Public School District No. 104, elementary and secondary teachers, Red Deer (Alta.)	520	4.6	4.6	12	2000-08-31
Board of School Trustees of School District No. 43, office and clerical employees, Coquitlam (B.C.)	1,090	0.5	0.0	36	2001-12-31
<b>Public Administration (6 agreements)</b>	<b>18,210</b>	<b>2.1</b>	<b>1.9</b>	<b>24.1</b>	.
City of Kingston, inside & outside employees, Kingston (Ont.)	700	1.7	0.0	48	2001-12-31
Toronto Police Services Board, office and clerical employees, Toronto (Ont.)	900	2.3	2.0	36	2001-12-31
Toronto Police Services Board, police cadets, Toronto (Ont.)	1,000	2.3	2.0	36	2001-12-31
Toronto Police Services Board, police officers, Toronto (Ont.)	5,100	2.3	2.0	36	2001-12-31
District of Saanich, inside employees, Saanich (B.C.)	1,100	1.0	1.1	36	2001-12-31
Government of Canada, commerce officers, Canada-Wide	9,410	2.0	2.0	12	2000-06-21
<b>Agreements with COLA (9 agreements)</b>	<b>35,710</b>	<b>4.4</b>	<b>3.8</b>	<b>36.9</b>	
<b>Agreements without COLA (18 agreements)</b>	<b>26,460</b>	<b>2.0</b>	<b>1.7</b>	<b>27.8</b>	
<b>All agreements (27 agreements)</b>	<b>62,170</b>	<b>3.4</b>	<b>2.9</b>	<b>33.0</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998		1999			Year to date*	1999		
				3	4	1	2	3		Aug	Sep	Oct
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	1.5	1.6	1.4	1.7	1.5	2.4	2.3	2.2	1.8	2.8	3.4
Non-COLA	0.6	1.4	1.6	1.3	1.7	1.5	2.5	2.1	2.0	1.8	2.1	2.0
COLA	2.5	1.7	2.6	2.3	3.2	2.1	2.0	3.9	3.3	2.1	4.4	4.4
First Year Adjustment	0.7	1.2	1.4	0.9	1.8	1.2	2.1	1.8	1.8	0.9	2.5	2.9
Non-COLA	0.5	1.1	1.3	0.9	1.7	1.2	2.2	1.6	1.6	0.9	1.9	1.7
COLA	2.5	1.7	2.6	2.5	4.9	2.0	1.8	3.4	2.9	2.0	3.8	3.8
<b>Industries</b>												
Primary Industries	1.7	1.7	1.1	-	0.0	-	2.6	1.6	2.1	1.3	-	-
Manufacturing	2.8	2.3	1.4	1.1	1.9	1.6	2.1	3.3	3.2	3.1	3.8	4.3
Construction	0.1	1.6	2.4	2.0	2.4	2.5	5.3	1.4	2.0	1.3	-	-
Transp. & Communication	0.7	1.6	1.9	1.7	2.2	2.0	2.3	3.4	2.5	6.3	1.9	2.1
Trade-Finance	0.6	1.7	1.5	2.0	1.5	2.4	1.0	1.9	1.3	1.9	2.0	1.5
Services	0.6	1.0	1.3	1.1	1.0	0.9	2.3	2.4	1.8	3.1	2.2	2.1
Public Administration	0.4	1.4	1.8	1.4	2.2	1.7	3.1	2.2	2.2	-	2.3	2.1
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	-	-	1.5	1.6	-	1.6	2.2	-	-
Prince Edward Island	1.7	-	2.1	-	2.1	2.8	2.3	-	2.5	-	-	2.1
Nova Scotia	1.7	2.0	2.5	1.9	1.8	4.5	-	1.9	2.1	-	1.4	1.8
New Brunswick	1.7	1.0	1.5	2.3	1.7	-	1.6	2.1	2.4	-	3.2	-
Quebec	1.7	1.3	0.9	2.0	1.7	1.3	1.4	2.4	1.5	1.4	1.7	3.4
Ontario	0.9	1.1	1.6	2.0	0.8	1.4	1.6	1.9	2.0	2.2	3.3	3.9
Manitoba	0.2	1.1	1.4	0.3	1.3	1.5	2.8	0.3	2.5	-	1.8	2.0
Saskatchewan	1.1	0.9	1.8	1.4	2.0	2.6	1.7	1.4	2.2	3.5	-	-
Alberta	1.1	2.4	3.0	2.5	2.9	4.3	4.3	2.5	4.1	-	3.5	3.1
British Columbia	0.6	1.4	0.7	0.7	0.9	0.7	0.5	0.7	0.8	0.9	0.7	0.8
Multi-Province	2.3	3.0	1.7	1.7	-	1.8	3.7	1.7	2.9	-	-	-
Federal Jurisdiction	0.5	1.8	2.1	1.8	2.2	2.0	3.1	1.8	2.8	7.3	2.2	2.0
<b>Public Sector</b>	0.5	1.2	1.6	1.2	1.7	1.3	2.4	2.4	1.9	3.2	2.2	2.1
<b>Private Sector</b>	1.7	1.8	1.8	1.7	1.9	2.2	2.4	2.3	2.6	1.6	3.4	4.3
<b>Consumer Price Index</b>	1.6	1.6	0.9	0.9	1.1	0.8	1.6	2.2	1.6	2.1	2.6	2.3

\*January to October data

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Eastern Canada Car Carriers	Teamsters	1,600	Dec. 99
•Hydro Quebec	CUPE	14,300	Nov. 99
•INCO Ltd. (Man.)	Steelworkers	1,070	Dec. 99
•Agricore	Grain Services Union	850	Dec. 99
•Telus Communications Inc.	IBEW	3,530	Nov. 99
•B.C. Maritime Employers' Assn.	ILWU	2,000	Nov. 99

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	127,790	B/CO	Oct.98/Sept.99
•SRC (Radio-Canada)	STARF	1,160	CO	March 99
•Canada Post**	CUPW	47,900	MED/ARB	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	N.S. Teachers' Union	10,000	B	Oct. 99
•Government of Nova Scotia	CUPE	1,400	B	Oct. 99
•Sydney Steel	Steelworkers	600	B	Oct. 99
•New Brunswick Power Corp.	IBEW	600	B	Sept. 99
•Government of Quebec	various unions	332,100	B	June 98
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario hospitals	ONA	37,000	MED	March 98
•Ontario hospitals	OPSEU (technicians)	5,000	B	March 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	B	Dec. 99
•Government of Alberta	AUPE	21,290	B	Aug. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
<b>Private Sector</b>				
•Eastern Canada pulp and paper cos.	CEP	1,080	B	various 98
•NAV CANADA	ATSAC	800	CO	April 98
•Miracle Food Mart (A&P) (Ont.)	UFCW	3,600	B	Nov. 99
•Saskatchewan Wheat Pool	Grain Services Union	1,200	Tent.	Jan. 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/W/S	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

\*\* Ongoing negotiations on working conditions

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Bell Canada	Telephone Employees (Ind.)	1,285	Dec. 99
•Purolator Courier	Teamsters	8,000	Dec. 99
•Alcan	CNTU (metal workers)	2,950	Jan. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Montreal Transit (STCUM)	CUPE, CNTU (Public Service Fed.)	6,420	Jan. 00
•Ontario Provincial Police	OPPA	4,840	Dec. 99

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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**For more information contact:**

Client Services at 1-800-567-6866  
 or in the Ottawa-Hull region (819) 997-3117  
 or  
 E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)  
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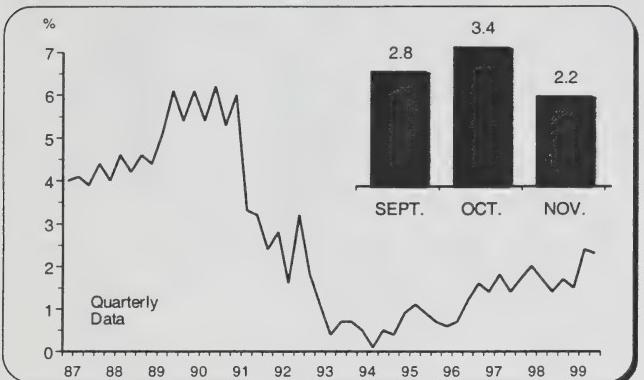




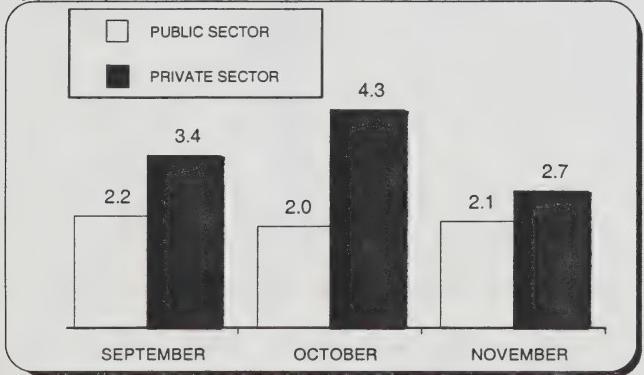
# THE WAGE SETTLEMENTS BULLETIN

January 2000  
Volume 11, Issue 1

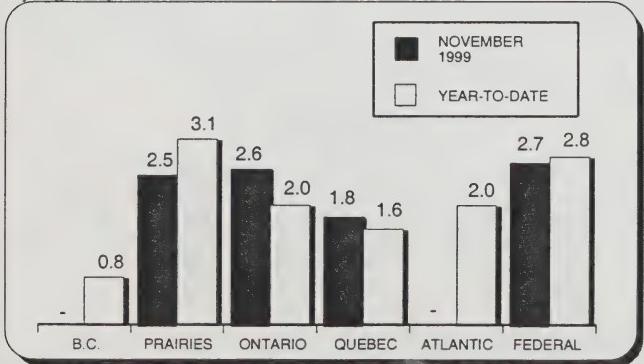
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region / jurisdiction



## November 1999

Base rate wage increases from major collective bargaining settlements reached in **November 1999** averaged **2.2 per cent**, down from 3.4 per cent in October 1999 and the same figure for that year as a whole (2.2% for the period of Jan. to Nov. 1999). Monthly wage adjustments in 1999 varied from a low of 1.4 per cent in January and March, to a high of 3.4 per cent in October.

The November 1999 results are based on a review of only 14 settlements covering 30,690 employees (this is the lowest monthly coverage of employees since February 1998; the average monthly coverage for 1999 was 70,680 employees in 31 agreements). When the parties to the November 1999 settlements previously negotiated (with contract durations averaging 33.7 months) the resulting wage adjustments averaged 1.6 per cent, compared to the 2.2 per cent in their current round of settlements.

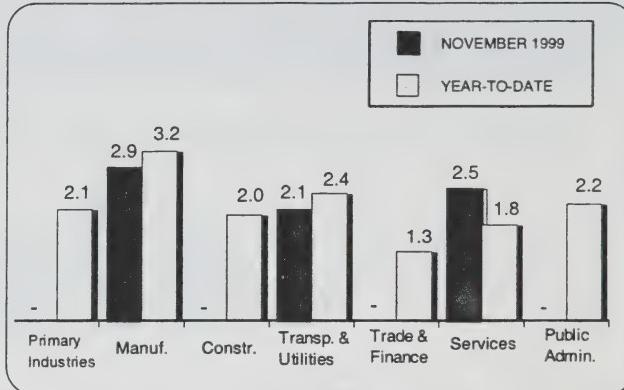
**Public-sector** wage increases averaged **2.1 per cent** in November 1999, up fractionally from 2.0 the previous month, and higher than the annual figure of 1.6 per cent for the year 1998. There were 9 public-sector settlements reached in November, with a coverage of 22,180 employees. The November public-sector figures were significantly affected by 3 Hydro-Quebec settlements covering 14,300 employees, with wage gains averaging 1.8 per cent annually, all in 60-month contracts.

**Private-sector** wage increases for 8,510 employees in 5 November settlements averaged **2.7 per cent**, down from the previous month's figure of 4.3 per cent (which included the auto worker contracts), but up compared to the private-sector average of 1.8 per cent for the previous year.

On a regional/jurisdictional basis, wage increases in November were below the national average in Quebec (1.8 per cent increase for the 4 settlements covering 14,800 employees). In other regions/jurisdictions, by ascending order of wage increases, the Prairies stood at 2.5 per cent (3 agreements covering 4,670 employees), Ontario was at 2.6 per cent (5 agreements covering 4,340 employees), and the Federal jurisdiction at 2.7 per cent (2 agreements covering 6,880 employees). There were no major settlements in the Atlantic Provinces or B.C.).

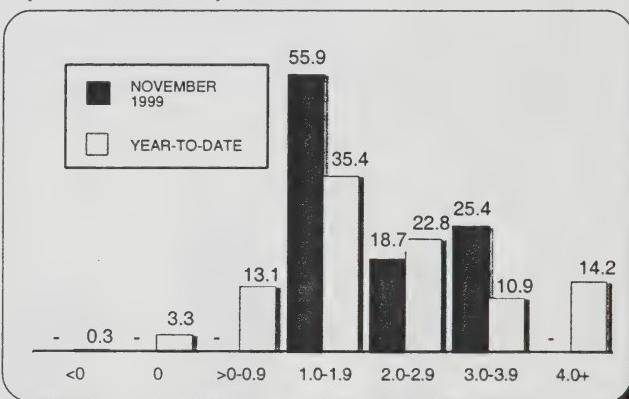
*Base rate percentage adjustments in major settlements,  
by industry*

On an industry basis, the largest proportion of employees was in the **transportation, communications and utilities** sector with 21,180 employees (69% of total employees) in 5 agreements; wage increases averaged 2.1 per cent. In the two remaining industry divisions, wage increases averaged 2.5 per cent in the **services** sector (6 agreements covering 7,880 employees), and 2.9 per cent in the **manufacturing** sector (3 agreements covering 1,630 employees). There were no major settlements in **primary industries, construction, trade or public administration**.



*Percentage distribution of employees in major settlements,  
by size of base rate adjustments*

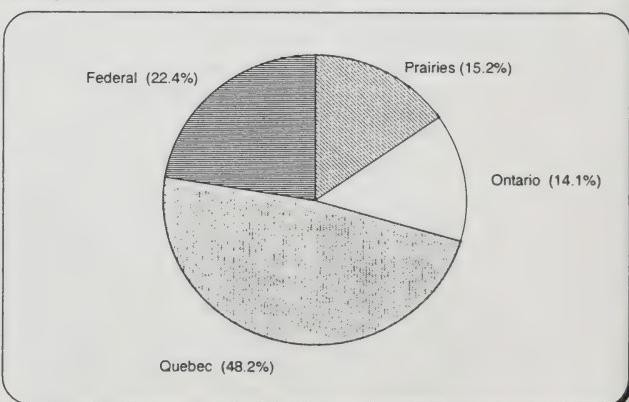
There were no settlements with a wage cut or freeze ratified in the month of November. The majority of workers (55.9% of employees) received wage increases in the 1.0 to 1.9 per cent range (including Hydro-Quebec workers). There were 5,750 employees (18.7% of all employees) in the 2.0 to 2.9 per cent range, and 7,790 employees (25.4% of all employees) in the 3.0 to 3.9 per cent range.



*Percentage distribution of employees in major settlements,  
by region/jurisdiction*

The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	<u>Agreements</u>	<u>Employees</u>
Quebec	4	14,800
Ontario	5	4,340
Prairie provinces	3	4,670
Federal	2	6,880



## MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (3 agreements)</b>					
Imperial Tobacco (Division of Imasco Limited), plant & maintenance empl., Montreal (Que.)	1,630	2.9	2.8	52.6	.
Imperial Tobacco (Division of Imasco Limited), plant & maintenance empl., Guelph (Ont.)	500	3.0*	3.0	60	2004-04-14
Winnipeg Free Press, (div.F.P.Newspapers div. of Thomson Newspapers), print media employees, Winnipeg (Man.)	630	3.0*	3.0	60	2004-04-14
	500	2.7	2.5	36	2002-09-30
<b>Transportation, Communication and Other Utilities (5 agreements)</b>					
Hydro-Quebec†, general tradesmen, province-wide (Que.)	1,180	2.1	1.6	53.4	.
Hydro-Quebec†, office and clerical employees, province-wide (Que.)	6,500	1.8	1.0	60	2003-12-31
Hydro-Quebec†, technical employees, province-wide (Que.)	5,400	1.8	1.0	60	2003-12-31
British Columbia Maritime Employers Association, longshoremen, Coast (B.C.)	2,400	1.8	1.0	60	2003-12-31
TELUS Communications Inc., office and clerical employees, province-wide (Alta.)	3,350	2.3*	1.8	48	2002-12-31
	3,530	3.0	4.0	32	2000-12-31
<b>Community, Business &amp; Personal Services (6 agreements)</b>	7,880	2.5	2.5	29.8	.
Trillium Lakelands District School Board, elementary teachers, Lindsay (Ont.)	810	1.6	0.0	24	2000-08-31
University of Western Ontario, teaching assistants, London (Ont.)	1,000	3.0	4.1	36	2002-08-31
York University, teaching assistants, Toronto (Ont.)	700	2.8	2.8	12	2000-08-31
York University, teaching assistants, Toronto (Ont.)	1,200	2.8	2.8	12	2000-08-31
Saskatchewan Association of Health Organizations, health & social care professionals, province-wide (Sask.)	2,040	1.8	2.0	39	2001-03-31
Calgary Board of Education, office and clerical employees, Calgary (Alta.)	2,130	3.2	3.0	36	2001-12-31
<b>Agreements with COLA (3 agreements)</b>	4,480	2.5	2.1	51.0	
<b>Agreements without COLA (11 agreements)</b>	26,210	2.2	1.9	46.7	
<b>All agreements (14 agreements)</b>	30,690	2.2	1.9	47.3	

†The Hydro Quebec agreement contains an adjustment clause linking wages to increases negotiated by the Quebec Public Service whereby the Hydro Quebec wage structure will be adjusted by 0.5% per year over the next 3 years. In the last 2 years of the contract, an additional 1% increase may apply on condition that savings are made in total payroll expenditures (i.e. workforce reduction). These adjustments are not included in the current November data.

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1996	1997	1998	1998		1999			Year to Date*	1999		
				3	4	1	2	3		Sept	Oct	Nov
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	0.9	1.5	1.6	1.4	1.7	1.5	2.4	2.3	2.2	2.8	3.4	2.2
Non-COLA	0.6	1.4	1.6	1.3	1.7	1.5	2.5	2.1	2.0	2.1	2.0	2.2
COLA	2.5	1.7	2.5	2.3	3.2	2.1	2.0	3.9	3.3	4.4	4.4	2.5
First Year Adjustment	0.7	1.2	1.4	0.9	1.8	1.2	2.1	1.8	1.8	2.5	2.9	1.9
Non-COLA	0.5	1.1	1.3	0.9	1.7	1.2	2.2	1.6	1.7	1.8	1.7	1.9
COLA	2.5	1.7	2.6	2.5	4.9	2.1	1.8	3.4	2.9	3.8	3.9	2.1
<b>Industries</b>												
Primary Industries	1.7	1.8	1.1	-	0.0	-	2.6	1.6	2.1	-	-	-
Manufacturing	2.8	2.3	1.4	1.1	1.9	1.6	2.2	3.3	3.2	3.8	4.3	2.9
Construction	0.1	1.6	2.4	2.0	2.4	2.5	5.3	1.4	2.0	-	-	-
Transp. & Communication	0.8	1.6	1.9	1.7	2.2	2.0	2.3	3.3	2.4	1.9	2.1	2.1
Trade-Finance	0.6	1.7	1.5	2.0	1.5	2.4	1.0	1.9	1.3	2.0	1.5	-
Services	0.6	1.0	1.3	1.1	1.0	0.9	2.3	2.4	1.8	2.1	1.9	2.5
Public Administration	0.4	1.4	1.8	1.4	2.2	1.7	3.1	2.2	2.2	2.3	2.1	-
<b>Jurisdictions</b>												
Newfoundland	2.0	1.7	1.3	-	-	1.5	1.6	2.2	1.6	-	-	-
Prince Edward Island	1.7	-	2.1	-	2.1	2.8	2.3	-	2.5	-	-	-
Nova Scotia	1.7	2.0	2.5	1.9	2.3	4.5	-	1.5	2.1	1.4	1.8	-
New Brunswick	1.7	1.0	1.5	2.3	1.7	-	1.6	3.6	2.4	3.2	-	-
Quebec	1.7	1.3	0.9	2.0	1.7	1.3	1.4	1.5	1.6	1.7	3.4	1.8
Ontario	0.9	1.1	1.6	2.0	0.8	1.4	1.6	3.0	2.0	3.2	3.9	2.6
Manitoba	0.2	1.1	1.4	0.3	1.2	1.5	2.8	2.2	2.5	1.8	2.0	2.7
Saskatchewan	1.1	0.9	1.8	1.4	2.0	2.6	1.7	3.5	2.2	-	-	1.8
Alberta	1.1	2.4	3.0	2.5	2.9	4.3	4.3	3.3	4.1	3.5	3.1	3.2
British Columbia	0.6	1.4	0.7	0.7	0.9	0.7	0.5	1.3	0.8	0.7	0.8	-
Multi-Province	2.3	3.0	1.7	1.7	-	1.8	3.7	-	2.9	-	-	-
Federal Jurisdiction	0.5	1.8	2.1	1.8	2.2	2.0	3.1	3.4	2.8	2.2	2.0	2.7
<b>Public Sector</b>												
Private Sector	0.5	1.2	1.6	1.2	1.7	1.3	2.4	2.4	1.9	2.2	2.0	2.1
Consumer Price Index	1.6	1.6	0.9	0.9	1.1	0.8	1.6	2.2	1.6	2.6	2.3	2.2

\*January to November data

Data for the current month are preliminary

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Bell Canada	Telephone Employees (Ind.)	1,285	Jan. 00
•Saskatchewan Wheat Pool	Grain Services Union	1,200	Jan. 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	127,790	B/CO	Oct.98/Sept.99
•SRC (Radio-Canada)	STARF	1,160	CO/WS	March 99
•Canada Post	CUPW	47,900	TENT	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	WS	Dec. 98
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Nova Scotia	N.S. Teachers' Union	10,000	B	Oct. 99
•Government of Nova Scotia	CUPE	1,400	B	Oct. 99
•New Brunswick Power Corp.	IBEW	600	B	Sept. 99
•Government of Quebec	various unions	332,100	TENT	June 98
•Montreal Transit (STCUM)	CUPE, CNTU (Public Service Fed.)	6,420	B/CO	Jan. 00
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario hospitals	ONA	37,000	MED	March 98
•Ontario hospitals	OPSEU (technicians)	5,000	B	March 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	B	Dec. 99
•Government of Alberta	AUPE	21,290	B	Aug. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	TENT	Oct. 98
<b>Private Sector</b>				
•Eastern Canada pulp and paper cos.	CEP	1,080	B	various 98
•NAV CANADA	ATSAC	800	CO	April 98
•Miracle Food Mart (A&P) (Ont.)	UFCW	3,600	MED	Nov. 99
•Purolator Courier	Teamsters	8,000	B	Dec. 99

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	Tent.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•United Parcel Service	Teamsters	2,800	Feb. 00
•Alcan	CNTU (metal workers)	2,950	Jan. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Ontario Provincial Police	OPPA	4,840	Dec. 99
•A & P Food Basics	UFCW	3,000	Jan. 00
•Liquor Control Board of Ontario	Ont. Liquor Board Emps.	4,400	Mar. 00
•Dupont Canada Inc.	Nylon Workers Union	1,100	Jan. 00
•Noranda (N.B.)	Steelworkers	810	Feb. 00

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001), and for Average Weekly Earnings from Employment, Earnings and Hours of Work (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

**For more information contact:**

Client Services at 1-800-567-6866  
or in the Ottawa-Hull region (819) 997-3117

or

E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)



# THE WAGE SETTLEMENTS BULLETIN

Workplace  
Information  
Directorate  
1-800-567-6866  
or (819) 997-3117

February 2000  
Volume 11, Issue 2

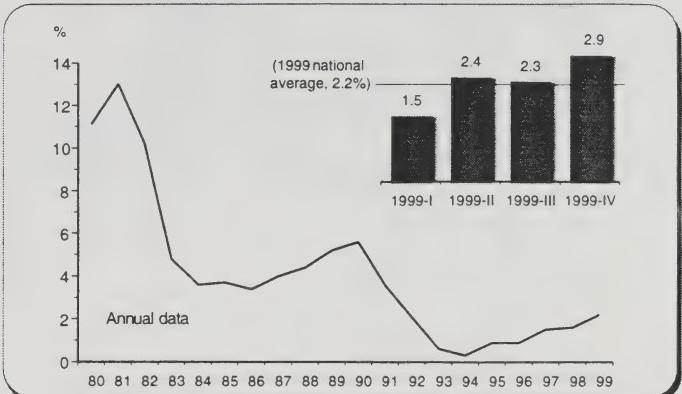
## ANNUAL REVIEW - 1999

Major collective bargaining settlements reached in the year 1999 provided base-rate wage adjustments averaging **2.2 per cent** annually over the contract-term, an increase from the 1.6 per cent average for the year 1998.

The results for 1999 are based on a review of 354 settlements reached during the year, and cover 797,630 employees. This represents the lowest number of settlements reached in any year since the wage-settlements series commenced in 1978, and the second-lowest employee coverage (1997 record low of 695,390 employees in 381 agreements).

The average wage adjustment in 1999 was above the average in contracts they replaced. When the parties to these 1999 settlements last negotiated (with contract-duration averaging approximately 33 months) the resulting wage adjustments averaged 1.3 per cent, compared to the 2.2 per cent in their 1999 contracts.

*Perspective on base rate percentage adjustments from major settlements*



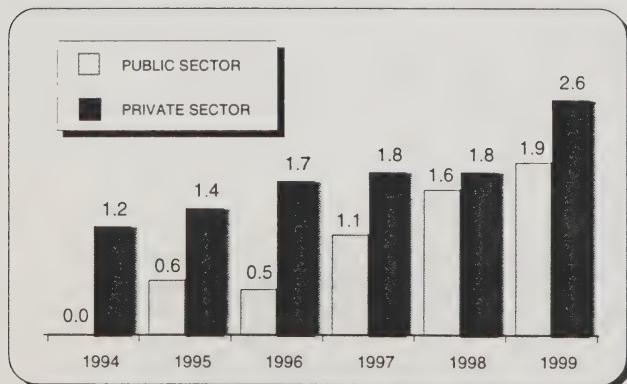
The below-average coverage since the mid-nineteen-nineties is partly explained by the increase in contracts of longer duration in this period. Contract-duration averaged 36.4 months in 1999, the longest in any year since the wage-settlements series commenced in 1978 (when the average was 18.9 months), and twice the 18.2 months average for contracts signed in 1991. While longer-duration contracts have occurred in both sectors since 1995, private-sector settlements have been of longer average

duration than those in the public sector throughout the nineteen-nineties.

Long-duration contracts were particularly evident in 1999 in the Primary, Manufacturing, and Transportation, Communications and Utilities sectors, with average durations of 46.3, 40.5 and 41.4 months, respectively.

Since troughing in 1994 at an average of 0.3 per cent, the overall size of wage adjustments has trended upwards (though unsteadily); however, the 2.2 per cent gain in 1999 remains well below the

*Base rate adjustments by public/private sector, in 1994-1999*



*Le Bulletin est disponible également en français.*

## In this issue:

Annual Review

December 1999 Data

Key Bargaining Situations in 2000



annual peak of 5.6 per cent in 1990. Also, since 1994, only in 1998 and 1999, have average wage adjustments been above the year-over-year rise in the Consumer Price Index (CPI). For the year 1999, the CPI was 1.7 per cent, above its level in 1998, compared to the 2.2 per cent average wage adjustment from settlements reached in 1999.

#### Public and Private Sectors

Since 1991, average annual wage adjustments in the private sector have been above those in the public sector; (also, private-sector wage adjustments have been generally larger than the rate of CPI increases since the mid nineteen-nineties). In 1999, wage adjustments averaged 1.9 per cent for 498,310 employees in 206 settlements in the public sector; in the private sector wage adjustments averaged 2.6 per cent for 299,320 employees in 148 settlements. In the public sector, this represents an increase from 1.6 per cent in 1998, and in the private sector an increase from 1.8 per cent.

The table following provides a short-term perspective on wage gains from major collective bargaining settlements in major sectors, in relation to increases in the Consumer Price Index (CPI); in three of the years since 1993 (1994, 1998 and

#### *Distribution of employees by size of wage adjustment*

Increase Range	1999			
	# of agts.	% of agts.	# of empls.	% of empls.
less than 0%	2	0.6	2,100	0.3
0%	22	6.2	25,590	3.2
>0%-0.9%	32	9.0	101,970	12.8
1.0%-1.9%	105	29.7	279,110	35.0
2.0%-2.9%	113	31.9	190,230	23.8
3.0%-3.9%	45	12.7	87,580	11.0
4.0%-4.9%	24	6.8	89,200	11.2
5.0%-5.9%	3	0.8	1,850	0.2
6.0%-6.9%	5	1.4	16,100	2.0
7.0% and over	3	0.8	3,900	0.5
All levels	354	100.0	797,630	100.0

1999), wage gains have been above CPI increases.

#### Distribution by Size of Wage Adjustment

The decline in the incidence of wage freezes and wage cuts since 1993 continued into 1999. In 1999, 27,690 employees in 24 settlements (3.5 percent of all employees in the year's 354 settlements) were subject to wage freezes and rollbacks, compared to 82,800 employees in 50 settlements (9.1 percent of all employees in 396 settlements) in 1998. In contrast, 926,700 employees in

237 settlements reached in 1993 were subject to wage freezes and wage cuts, constituting 65.6 percent of all employees in the 518 settlements reached in that year. Since that year, the declining incidence of wage freezes and wage rollbacks continued as follows: 1994 - 62.2 per cent of all employees; 1995 - 24.8 per cent; 1996 - 35.0 per cent; 1997 - 18.8 per cent; 1998 - 9.1 per cent and 1999 - 3.5 per cent.

In the earlier period (1993-1996), the public sector accounted for a proportionately larger number of employees with wage freezes and wage cuts. In 1997 and 1998, that pattern was reversed, but returned in 1999, with 21,040 employees (4.3 per cent of public-sector employees in 17 of the 206 public-sector settlements in the year), subject to wage freezes or cuts. In the private sector, 6,650 employees (2.3 per cent of employees in 7 of the 148 private-sector settlements reached in the year) were subject to wage freezes and rollbacks.

#### Wage Adjustments (%) and Increases in the CPI (%), 1993 to 1999

	1993	1994	1995	1996	1997	1998	1999
<u>The CPI</u>	1.8	0.2	2.2	1.6	1.6	0.9	1.7
<u>Wage Adjustments</u>							
All Industries	0.7	0.3	0.9	0.9	1.5	1.6	2.2
Public Sector	0.6	0.0	0.6	0.5	1.1	1.6	1.9
Private Sector	0.8	1.2	1.4	1.7	1.8	1.8	2.6
Manufacturing Sector	1.8	2.0	2.2	2.8	2.3	1.4	3.2

In addition to a lesser proportion of employees with wage freezes and rollbacks, the 1999 distribution of wage settlements shows a larger proportion of public-sector employees with wage increases at the lower end. Slightly over half (53.8 per cent or 268,340) of all public-sector employees received wage increases in the under 2.0 per cent range,

compared to slightly over one-third (37.6 per cent or 112,740 employees) in the private sector. For both sectors combined, 381,080 employees or 47.8 per cent of all employees received wage increases in the under 2.0 per cent range.

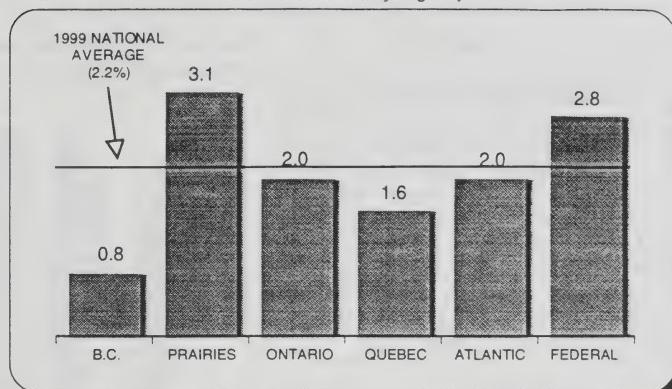
For 178,720 public-sector employees (35.9 per cent of all employees in that sector) in 1999 settlements, wage increases fell in the 2.0 to 3.9 per cent range, compared to 99,090 employees or 33.1 per cent of private-sector employees. For both sectors this represents 227,810 employees (34.8 per cent of all employees) in settlements reached in 1999.

At the upper end of the wage-gain scale, 80,840 private-sector employees or 26.9 percent of private-sector employees received wage increases of 4.0 per cent or more in 1999, compared to 30,210 public-sector employees or 6.0 per cent of employees in the sector. Combined, 111,050 employees or 13.9 per cent of all employees received wage gains of 4.0 per cent or more in 1999.

#### Wage Adjustments by Region/Jurisdiction

On a regional/jurisdictional basis, average wage adjustments were largest in the Prairie provinces with 143,290 employees receiving an average of 3.1 per cent; 122,180 public-sector employees at 2.9 per cent, and 21,110 in the private-sector at 3.9 per cent. Wage adjustments in the Prairie provinces were led by settlements in Alberta for 61,100 employees at an average of 4.0 per cent, comprising 47,990 public-sector employees at 3.8 per cent, and 13,110 private-sector employees at 5.1 per cent. The Alberta public sector included 18,350 health-care employees (mostly nurses), with wage increases of 4.9 per cent; 9,550 Alberta private-sector construction employees gained increases averaging 6.0 per cent. In Saskatchewan, wage adjustments averaged 2.2 per cent for 44,430 employees; the vast majority (40,030) were public-sector employees

Base rate increases in 1999 settlements, by region/jurisdiction



at an average of 2.3 per cent, while for 4,400 private-sector employees, wage adjustments averaged 0.9 per cent. For 37,760 employees in Manitoba, wage adjustments averaged 2.5 percent; 34,160 public-sector employees received an average wage gain of 2.5 per cent, and 3,600 private-sector employees, 3.1 per cent.

Wage adjustments averaged 2.8 per cent for approximately 143,930 employees in the Federal jurisdiction in 1999. For approximately 53,200 Federal Government employees (under the *Public Service Staff Relations Act*), wage gains averaged 2.9 per cent, while approximately 90,700 employees under the *Canada Labour Code* received wage adjustments averaging 2.7 per cent.

The largest concentration of employees in 1999's settlements was in Ontario, with 303,690 employees receiving wage adjustments averaging 2.0 per cent. For 203,210 public-sector employees, wage adjustments averaged 1.5 per cent, while in the private sector, 100,480 employees received an average of 3.2 percent. Within the private sector in Ontario, 71,640 manufacturing-sector employees gained wage increases averaging 3.6 per cent including 43,440 employees of the "Big Three" auto manufacturers with average gains of 4.5 per cent.

Wage adjustments for 19,390 employees in Atlantic Canada in 1999 averaged 2.0 per cent, with 10,720 public-sector employees receiving an average of 1.8 per cent and 8,670 private-sector employees, an average of 2.2 per cent. They were led by Prince Edward Island's 2,180 employees with wage gains averaging 2.7 percent, followed by 4,260 employees in New Brunswick at 2.4 per cent, 3,270 employees in Nova Scotia at 2.1 per cent, and Newfoundland with the largest concentration of employees in Atlantic Canada, 9,680 with an average adjustment of 1.6 per cent.

In Quebec, 113,670 employees received wage adjustments averaging 1.6 per cent in 1999. For 87,910 private-sector employees in the province, wage adjustments averaged 1.5 per cent, while 25,760 public-sector employees received an average 1.7 per cent.

The lowest average adjustment from settlements reached in 1999 was in British Columbia, where 71,460 employees received wage adjustments averaging 0.8 per cent. For 57,120 public-sector employees, wage adjustments averaged 0.6 per cent (including 36,100 health-care employees at 0.7 per cent), while in the private sector, 14,340 employees received wage adjustments averaging 1.4 per cent.

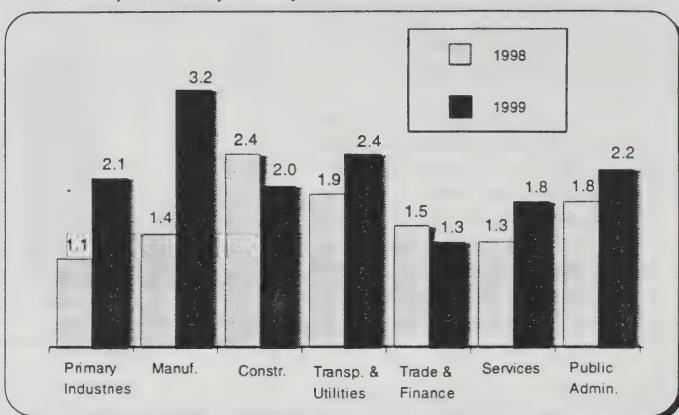
*Base rate adjustments by industry - 1998-1999*Wage Adjustments by Industry

On an industry basis, the largest average wage adjustment in 1999 was in the Manufacturing sector, with 102,580 employees receiving an average gain of 3.2 per cent. The largest concentration of manufacturing employees was in Ontario, with 71,640 employees at 3.6 per cent (including the auto sector's 49,600 employees at 4.3 per cent).

In Transportation, Communications and other Utilities, wage adjustments in 1999 averaged 2.4 per cent for 127,800 employees, the vast majority (86,080) in the Federal jurisdiction with an average wage adjustment of 2.7 per cent.

For 143,920 employees in public administration, wage adjustments averaged 2.2 per cent. Of these, 75,130 were in Ontario with an average adjustment of 1.8 per cent, while 55,790 in the Federal jurisdiction received wage increases averaging 2.9 per cent.

In the Primary sector, a relatively few employees (6,710) received wage adjustments averaging 2.1 per cent in settlements reached in 1999.



Wage adjustments in the construction sector in 1999 averaged 2.0 per cent for 97,830 employees. For 68,910 of these employees in Quebec, the average gain was 1.3 percent, while in Ontario, 16,770 employees received wage adjustments averaging 2.5 per cent.

In the Community, Business and Personal Services sector, 301,330 employees (the largest concentration in an industry group) received wage adjustments averaging 1.8 percent in 1999. In Ontario,

122,730 of these employees (the majority in the education sector) received wage adjustments averaging 1.3 per cent. In the Prairie provinces, 106,400 employees in the sector averaged a gain of 3.0 per cent, while in British Columbia, 53,710 employees received wage adjustments averaging 0.7 per cent from settlements reached in 1999.

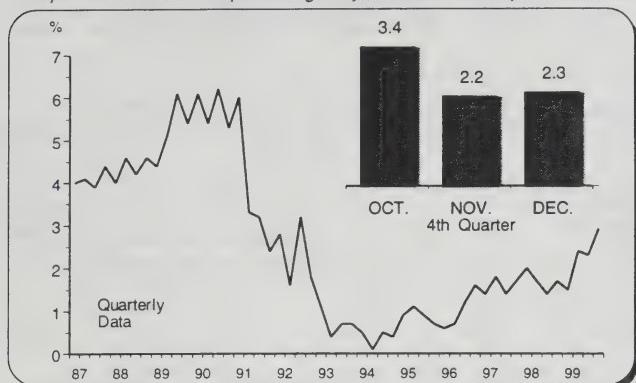
In the Trade sector, 17,460 employees received wage adjustments averaging 1.3 per cent.

*Base rate adjustments by industry - 1997-1999*

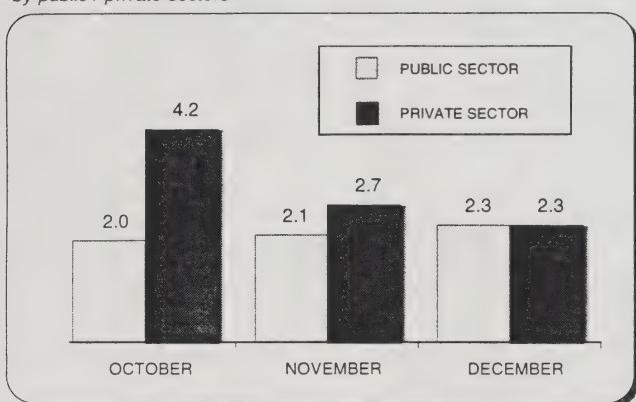
Industry	1997		1998		1999	
	wage(%)	empls.	wage(%)	empls.	wage(%)	empls.
Primary Industries	1.8	10,564	1.1	1,790	2.1	6,710
Manufacturing	2.3	72,340	1.4	85,700	3.2	102,580
Construction	1.6	104,750	2.4	95,970	2.0	97,830
Transp./Comm./Utilities	1.6	127,120	1.9	84,390	2.4	127,800
Trade & Finance	1.7	74,850	1.5	25,750	1.3	17,460
Service Industries	1.0	232,870	1.3	375,460	1.8	301,330
Public Administration	1.3	72,895	1.8	247,800	2.2	143,920
All Industries	1.5	695,389	1.6	916,860	2.2	797,630

### DECEMBER 1999

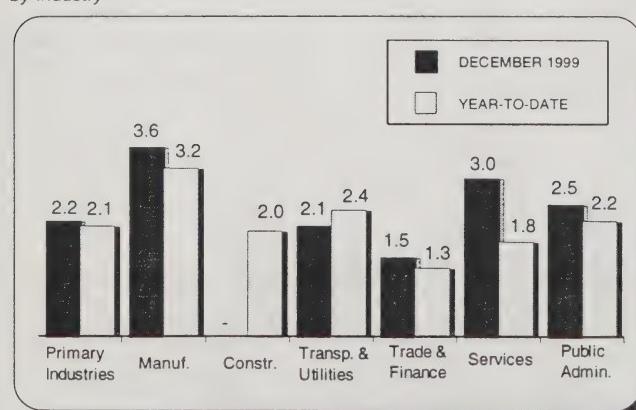
#### Perspective on base rate percentage adjustments from major settlements



#### Base rate percentage adjustments from major settlements, by public / private sectors



#### Base rate percentage adjustments in major settlements, by industry



Base-rate wage increases from major collective bargaining settlements ratified in **December of 1999**, averaged **2.3 per cent** annually over the contract-term, up marginally from the 2.2 per cent average in November, but much lower than the 3.4 per cent figure in October.

The December results are based on a review of only 16 settlements reached in the period, with a low coverage of 19,590 employees. When the parties to these settlements previously negotiated (with contract durations averaging approximately 38 months), the resulting wage adjustments averaged 1.3 per cent, compared to the 2.3 per cent gain in their most recent settlements.

Public and private sector wage increases were identical in December. Wage adjustments for 9,280 employees in 6 **public-sector** settlements averaged 2.3 per cent, a slight increase from 2.1 per cent the previous month, and 2.0 per cent in October. In the **private sector**, 10 settlements reached in December provided wage adjustments averaging 2.3 per cent for 10,310 employees down from 2.7 per cent the previous month and 4.2 per cent in October (boosted by settlements in the auto-sector).

On an industry basis, the largest proportion of employees was in the **transportation, communications and utilities** sector with 8,000 employees in 7 agreements; wage increases averaged 2.1 per cent. In **public administration**, 4 agreements provided 6,100 employees with wage increases averaging 2.5 per cent, and in **manufacturing** wage increases averaged 3.6 per cent (2 agreements covering 1,260 employees). There was a single agreement in each of the remaining industry divisions: wage increases averaged 3.0 per cent in the **services** sector (900 employees); 2.2 per cent in **primary industries** (1,050 employees) and 1.5 per cent in the **trade** sector (2,280 employees).

On a regional/jurisdictional basis, wage adjustments, and the distribution of settlements and employees in December were:

	Wages(%)	Agts	Emps
Atlantic provinces	3.0	1	900
Quebec	1.5	1	2,280
Ontario	2.7	5	6,320
Prairie provinces	2.6	4	3,510
Federal	2.0	5	6,580

## MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Primary Industries (1 agreement)</b>	1,050	<b>2.2</b>	1.3	36	.
INCO Limited, mine employees, Thompson (Man.)	1,050	2.2*	1.3	36	2002-09-15
<b>Manufacturing (2 agreements)</b>	1,260	<b>3.6</b>	3.5	37.6	.
Accuride Canada Inc., plant & maintenance empls., London (Ont.)	660	2.7	3.0	39	2003-03-13
Lear Corporation, plant & maintenance empls., Windsor (Ont.)	600	4.5*	3.9	36	2002-09-17
<b>Transportation, Communication and Other Utilities (7 agreements)</b>	8,000	<b>2.1</b>	<b>2.2</b>	<b>36.8</b>	.
ATCO Gas, plant & maintenance empl., Edmonton (Alta.)	800	3.0	3.0	36	2002-12-31
TransAlta Utilities Corporation, office and clerical empls., province-wide (Alta.)	620	2.2	0.0	36	2001-12-31
Saskatchewan Wheat Pool, grain elevator empls., (Ont., Man., Sask., B.C.)	1,150	2.5	2.8	36	2003-01-31
Bell Canada, sales personnel, (Que., Ont.)	1,300	1.4	2.5	48	2003-12-31
Eastern Canada Car Carriers, truck drivers, (Que., Ont.)	1,800	2.3*	2.4	36	2002-10-31
Greyhound Canada Transportation Corp., bus drivers, System-Wide (Ont., Man., Sask., Alta., B.C., Yukon)	1,480	2.0	2.0	36	2001-12-31
Agricore Cooperative Ltd., grain elevator empls., province-wide (Man., Alta., B.C.)	850	1.9	2.0	25	2001-12-31
<b>Trade - Finance (1 agreement)</b>	2,280	<b>1.5</b>	<b>1.5</b>	<b>12</b>	.
Société des alcools du Québec, office and clerical empls., province-wide (Que.)	2,280	1.5	1.5	12	1999-12-31
<b>Community, Business &amp; Personal Services (1 agreement)</b>	900	<b>3.0</b>	<b>6.7</b>	<b>36</b>	.
Regional Health Authorities of Prince Edward Island, nurses, province-wide (P.E.I.)	900	3.0	6.7	36	2002-03-31
<b>Public Administration (4 agreements)</b>	6,100	<b>2.5</b>	<b>3.0</b>	<b>19.3</b>	.
City of Ottawa, firefighters, Ottawa (Ont.)	560	2.7	4.0	36	2001-12-31
City of Ottawa, inside & outside employees, Ottawa (Ont.)	1,400	2.5	2.5	12	2000-12-31
Regional Municipality of Ottawa-Carleton, inside & outside employees, Ottawa (Ont.)	3,100	2.3	3.0	18	2000-12-31
City of Calgary, firefighters, Calgary (Alta.)	1,040	3.0	3.0	24	1999-12-31
<b>Agreements with COLA (3 agreements)</b>	3,450	<b>2.7</b>	<b>2.3</b>	<b>36.0</b>	.
<b>Agreements without COLA (13 agreements)</b>	16,140	<b>2.2</b>	<b>2.7</b>	<b>26.8</b>	.
<b>All agreements (16 agreements)</b>	19,590	<b>2.3</b>	<b>2.6</b>	<b>28.4</b>	.

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1997	1998	1999	1999				1999			
				1	2	3	4	Oct	Nov	Dec	
<b>All Industries/Jurisdictions</b>											
Average Annual Adjustment	1.5	1.6	2.2	1.5	2.4	2.3	2.9	3.4	2.2	2.3	
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.0	2.2	2.2	
COLA	1.7	2.5	3.2	2.0	2.0	3.9	4.1	4.4	2.5	2.7	
First Year Increase	1.1	1.4	1.8	1.2	2.1	1.8	2.6	2.9	1.9	2.6	
Non-COLA	1.0	1.3	1.7	1.2	2.2	1.6	2.0	1.7	1.9	2.7	
COLA	1.7	2.6	2.8	2.0	1.8	3.4	3.5	3.8	2.1	2.3	
<b>Industries</b>											
Primary Industries	1.8	1.1	2.1	-	2.6	1.6	2.2	-	-	2.2	
Manufacturing	2.3	1.4	3.2	1.6	2.2	3.3	4.2	4.3	2.8	3.6	
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	-	-	-	
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.1	2.1	2.1	
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	1.5	-	1.5	
Services	1.0	1.3	1.8	0.9	2.3	2.4	2.3	1.9	2.5	3.0	
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.1	-	2.5	
<b>Jurisdictions</b>											
Newfoundland	1.7	1.3	1.6	1.5	1.6	2.2	-	-	-	-	
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	-	3.0	
Nova Scotia	2.0	2.5	2.1	4.5	-	1.5	1.8	1.8	-	-	
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	-	-	-	
Quebec	1.3	1.0	1.6	1.3	1.4	1.5	2.1	3.4	1.8	1.5	
Ontario	1.1	1.6	2.0	1.4	1.6	3.0	3.6	3.8	2.6	2.7	
Manitoba	1.1	1.4	2.5	1.5	2.8	2.2	2.3	2.0	2.7	2.2	
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	-	1.8	-	
Alberta	2.4	3.0	4.0	4.3	4.3	3.3	3.0	3.1	3.2	2.8	
British Columbia	1.3	0.7	0.8	0.7	0.5	1.3	0.8	0.8	-	-	
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-	
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.0	2.7	2.0	
<b>Public Sector</b>											
Private Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.0	2.1	2.3	
<b>Consumer Price Index</b>											
	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.3	2.2	2.6	

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•SRC (Radio-Canada)	STARF	1,160	Feb. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,000	Jan. 00
•Alcan	SNEA (Alcan Empls. Union) & CNTU	2,950	Jan. 00
•Dupont	Kingston Ind. Nylon Workers Union	1,100	Jan. 00
•Algoma	Steelworkers	4,200	Jan. 00
•Ontario Hospitals	ONA	38,000	Feb. 00
•A&P Food Basics	UFCW	8,500	Jan. 00
•B.C. Rail	Canadian Union of Transportation Employees	550	Feb. 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	137,860	B/CO/TENT.	Oct. 98/Sept. 99
•Canada Post	CUPW	47,900	TENT.	July 97
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B/WS	Dec. 98
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•New Brunswick Power Corp.	IBEW	600	B	Sept. 99
•Government of Quebec	various unions	332,100	TENT	June 98
•Montreal Transit (STCUM)	CUPE, CNTU (Public Service Fed.)	6,420	B/CO	Jan. 00
•Toronto Transit Commission	ATU	7,700	ARB	March 99
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario hospitals	OPSEU (technicians)	5,000	B	March 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	B	Dec. 99
•Government of Alberta	AUPE	21,290	B	Aug. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	TENT	Oct. 98
<b>Private Sector</b>				
•Kruger (Que.)	CEP	550	CO	April 98
•NAV CANADA	ATSAC	800	CO	April 98
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•Noranda (N.B.)	Steelworkers	810	B	Feb. 00
•United Parcel Service	Teamsters	2,800	B	Feb. 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	TENT.	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Govt. Emps. Union	5,700	Mar. 00
•Northern Telecom (Que.)	Communication Workers	1,300	Feb. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Ontario Provincial Police	OPPA	4,840	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	Mar. 00
•Lakehead Terminal Elevators Assn.	Transp., Communications Union	700	Jan. 00
•Government of Manitoba	M.G.E.U.	13,520	Mar. 00
•City of Winnipeg	ATU	1,200	Jan. 00
•Provincial Health Authorities of Alberta, Capital Health Authority & Caritas Health Group	various unions	17,160	Mar. 00
•Greater Vancouver Hotel Employers' Assn.	Hotel & Restaurant Empls.	2,000	Feb. 00

## EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

### For more information contact:

Client Services at 1-800-567-6866  
 or in the Ottawa-Hull region (819) 997-3117  
 or  
 E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)  
 Internet: <http://labour.hrdc-drhc.gc.ca>

**KEY COLLECTIVE BARGAINING NEGOTIATIONS - 2000**

(Expiries in 2000 and carry-overs from 1999)

<b>Employer and province</b>	<b>No. of empls.</b>	<b>Expiry Month</b>	<b>Employer and province</b>	<b>No. of empls.</b>	<b>Expiry Month</b>
<b>NEWFOUNDLAND</b>					
Fishery Products Intl. Ltd.	2,000	*	Falconbridge Ltd.	1,430	July
Memorial University of Newfoundland	1,570	*	INCO Ltd.	3,300	May
<b>PRINCE EDWARD ISLAND</b>					
Government of Prince Edward Island			Bombardier de Havilland Inc.	3,790	June
Education Sector	630	*	Budd Canada Inc.	1,340	April
Health Sector	1,430	*	Lake Erie Steel Co. Ltd.	990	July
<b>NOVA SCOTIA</b>					
Construction Management Bureau	3,200	*	Enbridge Consumers' Gas Co. Ltd.	1,560	March
Nova Scotia Liquor Commission	600	March	Entourage Technology Solutions Inc.	1,400	Sept.
Government of Nova Scotia			Ontario Hydro Successors	19,570	March/Dec.
Provincial Administration	5,700	March	Retail Food Sector	21,800	Jan.-Oct.
Provincial Administration	1,400	*	Union Gas Ltd.	700	*
Health Sector	9,270	Oct.	Toronto Transit Commission	7,600	*
<b>NEW BRUNSWICK</b>					
Noranda Mining & Exploration Inc.	815	Feb.	Ontario Property Assessment	2,000	*
Moncton - NorthEast Construction Assn.	1,100	*	Government of Ontario		
New Brunswick Power	1,520	*	Provincial Administration		
Government of New Brunswick			(provincial police)	4,800	*
Provincial Administration	3,940	Aug./Dec.	Education Sector	123,480	June-Aug.
Provincial Administration	2,270	*	Education Sector	14,700	*
Education Sector	7,600	August	Health Sector	16,570	*
Health Sector	6,820	June/Dec.	Municipal Administration	5,150	Dec.
Health Sector	775	*	Municipal Administration	27,470	*
<b>QUEBEC</b>					
Sidbec-Dosco	1,400	Feb.	<b>MANITOBA</b>		
CS Brooks Canada Inc.	1,520	Feb.	Motor Coach Industries Ltd.	1,620	Sept.
CAE Electronics Ltd.	750	June	City of Winnipeg (Transit)	1,200	Jan.
Northern Telecom Canada Ltd.	1,300	Feb.	Manitoba Hydro	3,050	Mar./May
Prevost Car Inc.	1,000	June	Manitoba Lotteries	1,030	Jan.
Montreal Urban Community			Garment Manufacturers Assn.		
Transit Commission	6,420	Jan.	of Western Canada	1,280	Dec.
Government of Quebec			Government of Manitoba		
Provincial Administration **	53,030	*	Provincial Administration	13,520	March
Education Sector - Universities	15,080	Jan.-Aug.	Education Sector	4,940	June/Aug.
Education Sector **	111,960	*	City of Winnipeg	1,400	Dec.
Health Sector **	130,530	*	City of Winnipeg	6,380	*
Municipal Administration	2,990	Dec.	<b>SASKATCHEWAN</b>		
Municipal Administration	6,540	*	Saskatchewan Institute of Applied		
			Science and Technology	1,580	June
			Sask Power	1,150	Dec.
			Government of Saskatchewan		
			Provincial Administration	10,950	Sept./Dec.
			Education Sector	2,150	Dec.
			Education Sector	12,000	*
			Municipal Administration	2,480	Dec.

\* Carried over from 1999

\*\* Tentative agreements

\*\*\* Tentative agreements for certain neg. units

<b>Employer and province</b>	<b>No. of empls.</b>	<b>Expiry Month</b>	<b>Employer and province</b>	<b>No. of empls.</b>	<b>Expiry Month</b>
<b>ALBERTA</b>			<b>NUNAVUT</b>		
Cargill Ltd.	1,620	Dec.	Government of Nunavut	600	*
Government of Alberta					
Provincial Administration	21,290	August	<b>MORE THAN ONE PROVINCE</b>		
Education Sector	18,960	Mar.-Aug.	Pipe Line Contractors Association of Canada	5,100	April
Education Sector	7,590	*	Finning (Canada)	900	April
Health Sector	17,160	Mar./Apr.			
City of Edmonton (police)	1,110	Jan.	<b>FEDERAL JURISDICTION</b>		
Municipal Administration (Calgary)	2,000	Dec.	Lakehead Terminal Elevators Assn. (Ont.)	700	Jan.
Municipal Administration (Cities of Calgary and Edmonton)	12,700	*	Air Canada (Pilots)	2,100	April
<b>BRITISH COLUMBIA</b>			Cabano - Kingsway Transport Inc.	900	June
Forest Sector	21,250	June	Canadian Broadcasting Corporation	590	June
Emergency Health Services Commission	3,270	March	Canadian Broadcasting Corporation	1,740	*
Greater Vancouver Hotel Employer's Assn.	2,000	Feb.	NAV CANADA	1,900	June/Aug.
Construction Labour Relations			United Parcel Service Canada Ltd.	2,930	Feb.
Association of British Columbia and Boilermaker Contractors' Association of British Columbia	13,000	*	Telus Communications Inc.	6,080	Dec.
Insurance Corporation of British Columbia	4,500	*	BCTel	10,300	Dec.
Government of British Columbia			Canadian Airlines International Ltd.	11,510	Dec.
Education Sector	18,890	*	CN, CP & Via Rail	26,200	Dec.
Municipal Administration	10,840	*	Federal Administration	27,750	Mar.-June
<b>NORTHWEST TERRITORIES</b>			Federal Administration***	138,580	*
Government of Northwest Territories	2,400	March	Maritime Employers Assn. (Montreal)	750	*
<b>YUKON TERRITORIES</b>			Hudson Bay Mining and Smelting (Man.)	750	*
Government of Yukon**	2,340	*	Laurentian Branch of Canada and Laurentian Trust of Canada	1,590	*
			Purolator Courier Ltd.	8,000	*

\* Carried over from 1999

\*\* Tentative agreements

\*\*\* Tentative agreements for certain neg. units





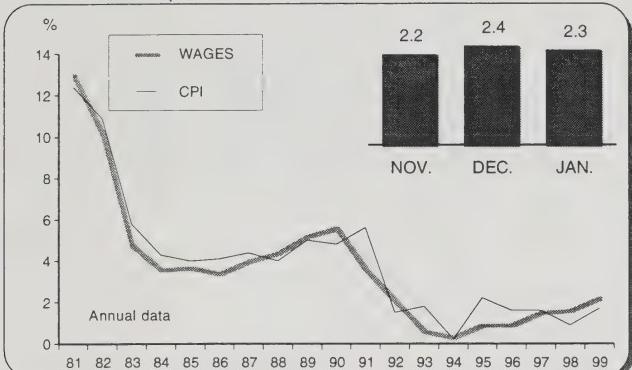
Workplace  
Information  
Directorate  
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# THE WAGE SETTLEMENTS BULLETIN

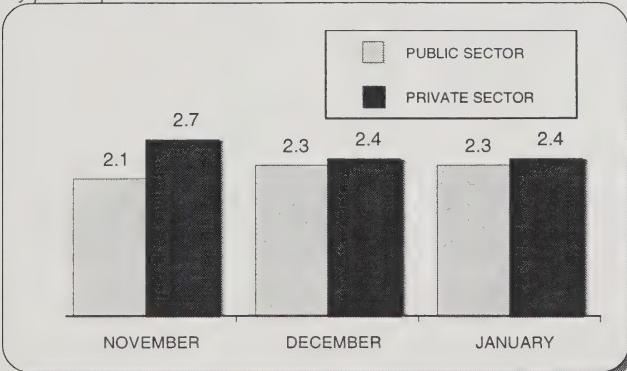
March 2000  
Volume 11, Issue 3

Perspective on base rate percentage adjustments from major settlements  
and the consumer price index

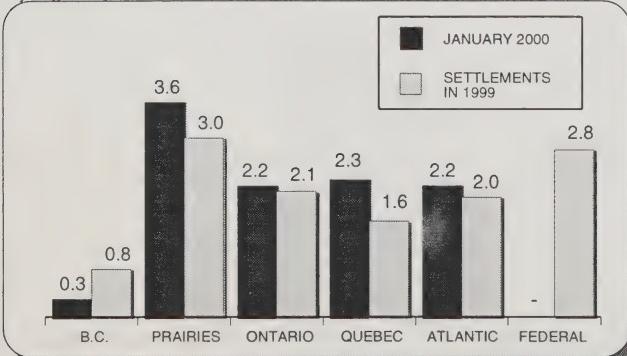
January 2000



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments in major settlements,  
by region / jurisdiction



Le Bulletin existe également en français.

Base rate wage increases from major collective bargaining settlements reached in **January 2000** averaged **2.3 per cent**, down fractionally from 2.4 per cent in December 1999 and close to the 2.2 per cent average for the year 1999.

The January results are based on a review of 26 settlements covering 123,290 employees. Four of these settlements covering 77,350 teachers in Quebec provided increases averaging 2.2 per cent. These 4 education sector agreements accounted for approximately 63% of all employees covered in January settlements.

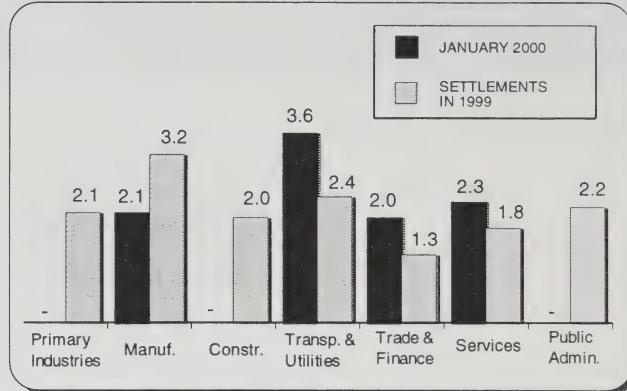
When the parties to the January 2000 settlements previously negotiated (with contract durations averaging 28.7 months), the resulting wage adjustments averaged 1.3 per cent, compared to the 2.3 per cent in their current round of settlements.

**Public-sector** wage increases averaged **2.3 per cent** in January 2000, the same as in the previous month, and higher than the annual average of 1.9 per cent in 1999. There were 14 public-sector settlements reached in January, with a coverage of 99,040 employees. In addition to the Quebec education sector settlements mentioned above, 10,000 teachers settled with the Government of Nova Scotia for wage increases averaging 1.8 per cent. **Private-sector** wage increases for 24,250 employees in 12 January settlements averaged **2.4 per cent**, the same as the previous month's figure, but down slightly from the private-sector average of 2.6 per cent for the previous year.

On a **regional/jurisdictional** basis, the vast majority of employees covered in January's settlements were in Quebec with 87,400 employees covered under 9 agreements; wage rate increases in this jurisdiction were equal to the national average of 2.3 per cent. In the Prairies, 3 agreements provided 2,320 employees with increases of 3.6 per cent. In other regions, wage gains were below the national average. In ascending order they were: British Columbia at 0.3 per cent; the Atlantic Provinces at 2.2 per cent and Ontario at 2.2 per cent. There were no major settlements in the Federal jurisdiction.

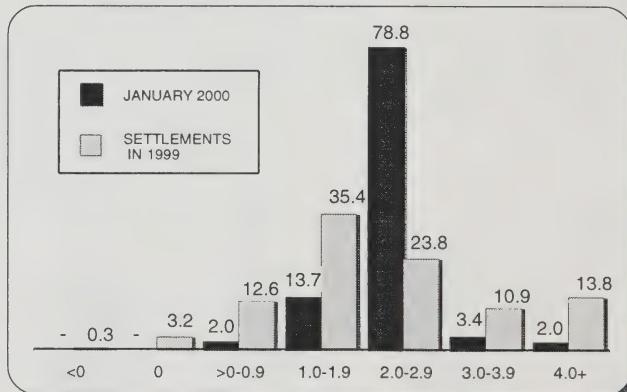
*Base rate percentage adjustments in major settlements, by industry*

On an industry basis, the largest increase was in the **transportation, communications and utilities** sector; however, that figure was generated by a single agreement between the Government of Quebec and 3,500 ambulance drivers, providing wage increases of **3.6 per cent**. The majority of agreements and the largest proportion of employees were in the **services** sector; 15 settlements provided 99,930 employees with wage increases averaging **2.3 per cent**. In the **manufacturing** sector, 9 agreements provided 11,300 employees with wage increases of **2.1 per cent**. In the **trade** sector, a single agreement provided 8,500 employees with wage gains of **2.0 per cent**. There were no major settlements in **primary industries, construction, or public administration**.



*Percentage distribution of employees in major settlements, by size of base rate adjustments*

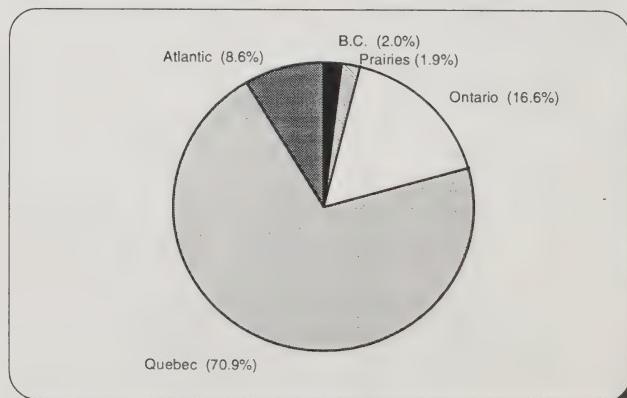
There were no settlements with a wage cut or freeze ratified in the month of January. The majority of workers (78.8% of employees) received wage increases in the 2.0 to 2.9 per cent range (including the Quebec education sector settlements). Another 15.7% of employees received increases below the 2.0 per cent level and 5.4 per cent of employees received increases above 2.9 per cent. Wage increases in January's settlements ranged from a low of 0.3 per cent for 2,470 support staff with B.C. School Board Dist. #36, to 9.1 per cent for 900 occasional teachers with the Ottawa-Carleton District School Board.



*Percentage distribution of employees in major settlements, by region/jurisdiction*

The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	2	10,600
Quebec	9	87,400
Ontario	11	20,500
Prairie provinces	3	2,320
British Columbia	1	2,470
Federal	-	-



## MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
<b>Manufacturing (9 agreements)</b>	<b>11,300</b>	<b>2.1</b>	<b>1.8</b>	<b>27.6</b>	.
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquiere (Que.)	2,450	2.5	2.5	12	2000-12-31
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan (Que.)	500	2.5	2.5	12	2000-12-31
Sidbec-Dosco (ISPAT) inc., production, Contrecoeur (Que.)	1,400	2.9*	2.7	36	2003-01-31
Algoma Steel Inc., administrative services employees, Sault Ste. Marie (Ont.)	700	1.2*	0.7	30	2002-07-31
Algoma Steel Inc., production, Sault Ste. Marie (Ont.)	3,520	1.4*	0.8	30	2002-07-31
DuPont Canada Inc., plant & maintenance empl., Kingston (Ont.)	1,100	2.7	2.8	24	2002-01-27
Kaufman Footwear (Division of William H. Kaufman Inc.), plant & maintenance empl., Waterloo (Ont.)	530	1.9	0.0	48	2004-01-10
Northern Sawmills Inc., plant & maintenance empl., Thunder Bay (Ont.)	550	2.4	2.5	51	2003-08-31
Walker Exhausts (Division of Tenneco Canada Inc.), plant & maintenance empl., Cambridge (Ont.)	550	2.8	2.9	36	2003-02-06
<b>Transportation, Communication and Other Utilities (1 agreement)</b>	<b>3,500</b>	<b>3.6</b>	<b>7.5</b>	<b>48</b>	.
Government of Quebec, ambulance technicians, province-wide (Que.)	3,500	3.6	7.5	48	2002-06-30
<b>Trade (1 agreement)</b>	<b>8,500</b>	<b>2.0</b>	<b>0.0</b>	<b>44</b>	.
Great Atlantic & Pacific Company of Canada Limited, retail employees, province-wide (Ont.)	8,500	2.0	0.0	44	2003-09-20
<b>Community, Business &amp; Personal Services (15 agreements)</b>	<b>99,990</b>	<b>2.3</b>	<b>1.6</b>	<b>44.2</b>	.
Emergency Medical Care Inc., para-medical professional employees, province-wide (N.S.)	600	9.0	0.0	36	2002-03-31
Government of Nova Scotia, elementary and secondary teachers, province-wide (N.S.)	10,000	1.8	2.1	26	2001-12-31
Employers Bargaining Committee for Catholic School Boards, elementary and secondary teachers, province-wide (Que.)	61,230	2.2	1.5	48	2002-06-30
Employers Bargaining Committee for Catholic School Boards, elementary and secondary teachers, province-wide (Que.)	2,200	2.2	1.5	48	2002-06-30
Employers Bargaining Committee for Colleges, post-secondary, non university teachers, province-wide (Que.)	7,730	2.2	1.5	48	2002-06-30
Employers Bargaining Committee for Protestant School Boards, elementary and secondary teachers, province-wide (Que.)	6,190	2.2	1.5	48	2002-06-30
University of Montreal, office and clerical employees, Montreal (Que.)	2,200	2.2	1.5	48	2002-11-30
McMaster University, teaching assistants, Hamilton (Ont.)	1,400	2.2	3.3	36	2002-08-31
Ottawa-Carleton District School Board, occasional teachers, Nepean (Ont.)	900	9.1	0.0	24	2000-08-31

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**MAJOR SETTLEMENTS REACHED IN JANUARY (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
University of Toronto, casual employees, Toronto (Ont.)	2,200	1.7	2.5	36	2002-06-30
University of Toronto, service & maintenance empl., Toronto (Ont.)	550	2.6	3.3	36	2002-06-30
Seven Oaks School Division No.10, elementary and secondary teachers, Seven Oaks (Man.)	640	2.0	2.0	24	2000-06-30
Calgary Laboratory Services (CLS), health service empls., Calgary (Alta.)	950	4.8	6.1	24	2001-12-31
Northern Alberta Institute of Technology, instructors/tutors/lecturers, Edmonton (Alta.)	730	3.3	3.4	24	2001-06-30
Board of School Trustees of School District #36, office and clerical employees, Surrey (B.C.)	2,470	0.3	0.0	36	2001-12-31
Agreements with COLA (3 agreements)	5,620	1.7	1.3	31.5	
Agreements without COLA (23 agreements)	117,670	2.3	1.7	43.3	
All agreements (26 agreements)	123,290	2.3	1.7	42.7	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1997	1998	1999	1999				1999			2000
				1	2	3	4	Nov	Dec	Jan	
<b>All Industries/Jurisdictions</b>											
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.3	2.9	2.2	2.4	2.3	
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.2	2.3	2.3	
COLA	1.8	2.6	3.3	2.0	2.0	3.9	4.2	2.5	2.7	1.7	
First Year Increase	1.1	1.4	1.8	1.2	2.1	1.8	2.7	1.9	2.6	1.7	
Non-COLA	1.0	1.3	1.7	1.2	2.2	1.6	2.0	1.9	2.7	1.7	
COLA	1.7	2.7	3.0	2.2	1.8	3.6	3.8	2.1	2.4	1.3	
<b>Industries</b>											
Primary Industries	1.8	1.1	2.1	-	2.6	1.6	2.2	-	2.2	-	
Manufacturing	2.3	1.4	3.2	1.6	2.1	3.3	4.3	2.8	3.6	2.1	
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	-	-	-	
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.1	2.1	3.6	
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	-	1.5	2.0	
Services	1.0	1.4	1.8	0.9	2.3	2.5	2.3	2.5	3.2	2.3	
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	-	2.5	-	
<b>Jurisdictions</b>											
Newfoundland	1.7	1.3	1.6	1.5	1.6	2.2	-	-	-	-	
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	3.0	-	
Nova Scotia	2.0	2.9	2.1	4.5	-	1.5	1.8	-	-	2.2	
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	-	-	-	
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	1.8	1.5	2.3	
Ontario	1.1	1.6	2.1	1.4	1.6	3.1	3.7	2.6	2.7	2.2	
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.7	2.2	2.0	
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	1.8	-	-	
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.2	2.8	4.2	
British Columbia	1.3	0.7	0.8	0.7	0.6	1.3	0.8	-	-	0.3	
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-	
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.7	2.0	-	
<b>Public Sector</b>	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.1	2.3	2.3	
<b>Private Sector</b>	1.8	1.8	2.6	2.2	2.4	2.3	3.7	2.7	2.4	2.4	
<b>Consumer Price Index</b>	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.2	2.6	2.3	

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Canada Post	CUPW	45,000	Feb. 00
•Government of Canada	various unions	6,120	Feb./Mar. 00
•Government of Quebec	various unions	184,850	Jan./Feb. 00
•Montreal Transit (STCUM)	CUPE	3,760	Mar. 00
•Toronto Transit Commission	ATU	7,800	Feb. 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	131,740	B/TENT	Oct.98/Sept.99
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B/WS	Dec. 98
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•New Brunswick Power Corp.	IBEW	600	B	Sept. 99
•Government of Quebec	various unions	89,580	B/PMB/TENT	June 98
•Montreal Transit (STCUM)	CUPE, CNTU (Public Service Fed.)	2,660	B	Jan. 00
•City of Toronto	CUPE (inside workers)	21,000	CO	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario hospitals	OPSEU (technicians)	5,000	TENT	March 99
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	B	Mar. 00
•Government of Manitoba	M.G.E.U.	13,520	B	Mar. 00
•City of Winnipeg	CUPE	5,100	B	Dec. 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	CO	Dec. 99
•Government of Alberta	AUPE	21,290	TENT	Aug. 99
•Provincial Health Authorities of Alberta	various unions	17,160	B	Mar. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98

**Private Sector**

•Kruger (Que.)	CEP	550	CO	April 98
•NAV CANADA	ATSAC	800	TENT	April 98
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•Noranda (N.B.)	Steelworkers	810	B	Feb. 00
•United Parcel Service	Teamsters	2,800	B	Feb. 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	B	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	B	Feb. 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	Mar. 00
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Air Canada	Pilots	2 100	Apr. 00
•Nortel (Que.)	Communication Workers	1,300	Feb. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Budd Canada Inc.	CAW	1,340	Apr. 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00
•Fining (B.C. & Y.T.)	Machinists	900	Apr. 00

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

**For more information contact:**

Client Services at 1-800-567-6866  
or in the Ottawa-Hull region (819) 997-3117  
Or  
E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)

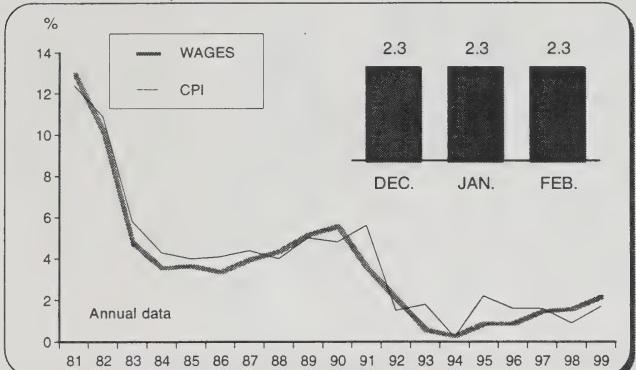




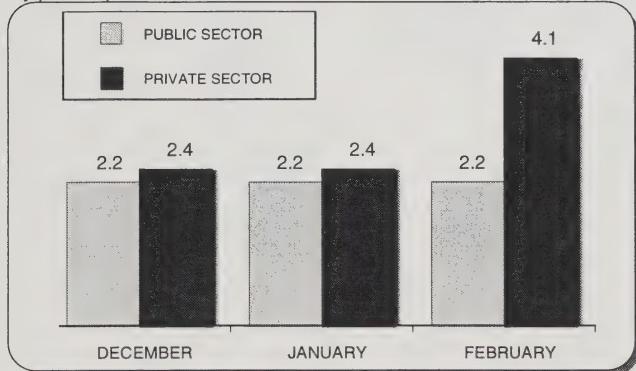
# THE WAGE SETTLEMENTS BULLETIN

April 2000  
Volume 11, Issue 4

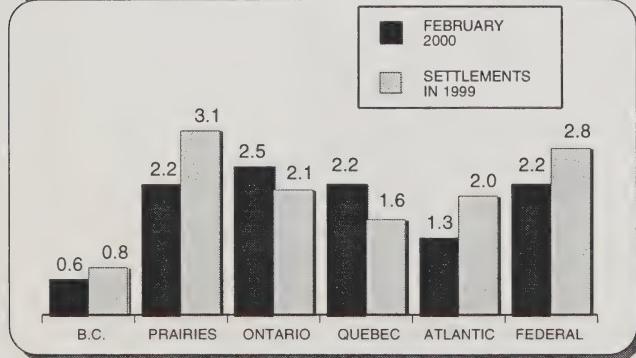
Perspective on base rate percentage adjustments from major settlements and the consumer price index



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments in major settlements, by region / jurisdiction



Le Bulletin existe également en français.

## February 2000

Base rate wage increases from major collective bargaining settlements reached in February, 2000 averaged **2.3 per cent**, similar to the January, 2000 and December, 1999 figures and up fractionally from the 2.2 per cent average for the year 1999.

The February results are based on a review of 64 settlements covering 249,660 employees. Forty-one Quebec public-sector settlements provided 133,030 employees with increases averaging 2.2 per cent. These 41 settlements accounted for approximately 53% of all employees covered in February's agreements. Other major settlements included the Canada Post agreement (45,000 employees) and the Ontario nurses agreement (38,000 employees) all providing for wage gains averaging 2.2 per cent.

When the parties to the February 2000 settlements previously negotiated (with contract durations averaging 33.6 months), the resulting wage adjustments averaged 0.9 per cent, compared to the 2.3 per cent in their current round of settlements.

**Public-sector** wage increases averaged **2.2 per cent** in February, 2000, the same as in the previous two months, but slightly higher than the annual average of 1.9 per cent in 1999. There were 59 public-sector settlements reached in February, with a considerable coverage of 242,310 employees. In contrast, there were only 5 **private-sector** settlements with a very low coverage of 7,350 employees. Wage increases in these settlements averaged **4.1 per cent**, much higher than those in previous periods; the overall private sector figure is mostly determined by a single Ontario construction agreement (the employee-unweighted mean wage increase for these 5 settlements is 2.7 per cent).

On a **regional/jurisdictional** basis, the majority of employees (53%) covered in February's settlements were in Quebec; wage rate increases in this jurisdiction averaged 2.2 percent. In Ontario (24% of all employees) wage gains averaged 2.5 per cent, the only jurisdiction above the national average of 2.3 per cent. In other regions, wage gains in ascending order were: British Columbia at 0.6 per cent; the Atlantic Provinces at 1.3 per cent, the Prairie Provinces and the Federal jurisdiction both at 2.2 per cent.



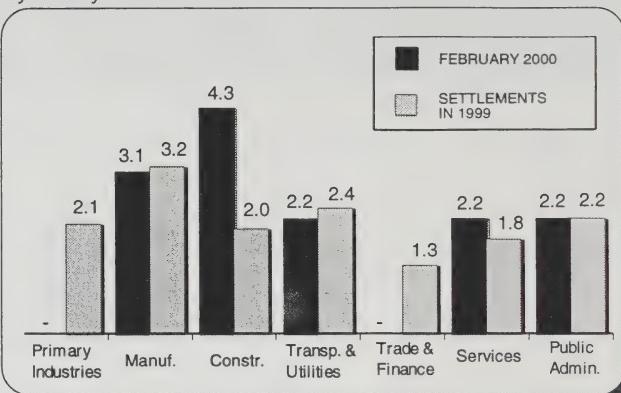
On an industry basis, the largest proportion of employees was in the **services** sector; 50 agreements provided 171,890 employees with wage gains averaging **2.2 per cent**. This sector includes all the Quebec public sector settlements. In the **transportation, communications and utilities** sector, 4 settlements provided 54,510 employees with wage increases averaging **2.2 per cent** and in **public administration**, 5 agreements provided 15,910 employees with wage increases of **2.2 per cent**. In the **construction** sector, 3 agreements provided 6,200 employees with wage gains of **4.3 per cent**. In **manufacturing**, only 2 agreements provided 1,150 employees with wage gains averaging **3.1 per cent**. There were no major settlements in **primary industries**, or **trade-finance**.

There were no settlements with a wage cut or freeze ratified in the month of February. The overwhelming majority of workers (95.8% of employees) received wage increases in the 2.0 to 2.9 per cent range (including the Quebec public-sector settlements). Approximately 1.7% of employees received increases below the 2.0 per cent level and 2.5 per cent of employees received increases above 2.9 per cent. Wage increases in February's settlements ranged from a low of 0.4 percent for 600 commercial construction employees with the Moncton-Northeast Construction Assn., to 5.0 per cent for 5,000 employees with the Ontario Sheet Metal and Air Handling Group, also within the Construction sector.

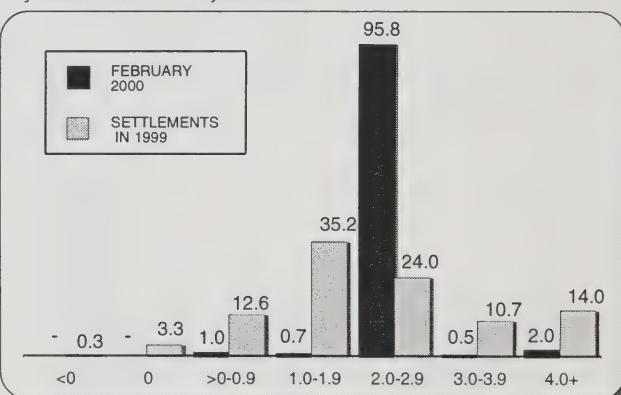
The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	3	1,830
Quebec	41	133,030
Ontario	10	60,620
Prairie provinces	4	3,670
British Columbia	2	1,150
Federal	4	49,360

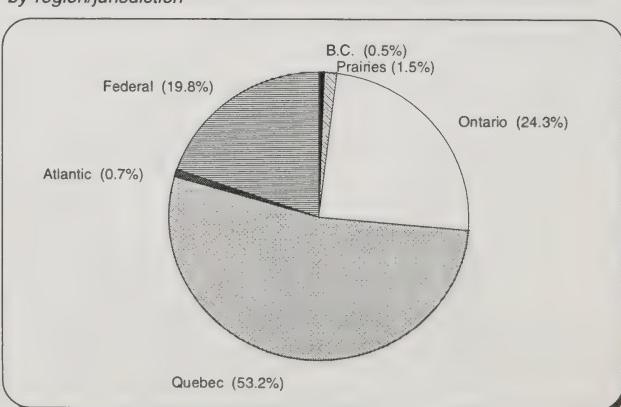
*Base rate percentage adjustments in major settlements, by industry*



*Percentage distribution of employees in major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN FEBRUARY**

<b>Industry and Employer</b>	<b>No. of empls.</b>	<b>Average annual percentage adj.</b>	<b>First year adjustment</b>	<b>Duration (months)</b>	<b>Expiry date</b>
<b>Manufacturing (2 agreements)</b>	<b>1,150</b>	<b>3.1</b>	<b>3.1</b>	<b>41.2</b>	.
Hershey Canada Inc., plant & maintenance empl., Smiths Falls (Ont.)	500	2.9	2.8	48	2004-01-31
Ontario Store Fixtures, Wood Division, plant & maintenance empl., Toronto (Ont.)	650	3.2	3.4	36	2002-12-07
<b>Construction (3 agreements)</b>	<b>6,200</b>	<b>4.3</b>	<b>4.0</b>	<b>19</b>	.
Moncton-Northeast Construction Association Inc., labourers (commercial), Moncton & area (N.B.)	600	0.4	0.0	48	2002-06-29
Moncton-Northeast Construction Association Inc., labourers (industrial), Moncton & area (N.B.)	600	2.0	0.0	48	2002-06-29
Ontario Sheet Metal and Air Handling Group, sheet metal workers, province-wide (Ont.)	5,000	5.0	5.0	12	2001-04-30
<b>Transportation, Communication and Other Utilities (4 agreements)</b>	<b>54,510</b>	<b>2.2</b>	<b>2.4</b>	<b>31.3</b>	.
Toronto Transit Commission, bus drivers, Toronto (Ont.)	7,800	2.6	2.0	36	2002-03-31
BC Rail Ltd., operating employees, province-wide (B.C.)	550	0.7	0.0	36	2000-12-31
Canada Post Corporation, mail carriers, Canada-wide	45,000	2.2*	2.5	30	2003-01-31
Canadian Broadcasting Corporation, technical employees, (N.B. & Que.)	1,160	1.9	3.7	47	2003-03-31
<b>Community, Business &amp; Personal Services (50 agreements)</b>	<b>171,890</b>	<b>2.2</b>	<b>1.7</b>	<b>43.5</b>	.
Management Negotiating Committee for French Language School, Boards, scientific & other professionals, province-wide (Que.)	3,640	2.2	1.5	48	2002-06-30
Management Negotiating Committee for French Language School, Boards, support employees, province-wide (Que.) (4 agts.)	15,810	2.2	1.5	48	2002-06-30
Comité patronal de négociation des collèges,, post-secondary, non university teachers, province-wide (Que.)	1,170	2.2	1.5	48	2002-06-30
Comité patronal de négociation des collèges, post-secondary, non university teachers, province-wide (Que.)	3,190	2.2	1.5	48	2002-06-30
Comité patronal de négociation des collèges, support employees, province-wide (Que.)	3,100	2.2	1.5	48	2002-06-30
Management Negotiating Committee for English Language School Boards, support employees, province-wide (Que.)	800	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, office and clerical employees, province-wide (Que.) (20 agts.)	72,390	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, non-medical employees, province-wide (Que.)	890	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, health & social care professionals, province-wide (Que.)	930	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, health & social care professionals, province-wide (Que.)	10,740	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, health & social care professionals, province-wide (Que.)	990	2.3	1.5	48	2002-06-30

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**MAJOR SETTLEMENTS REACHED IN FEBRUARY (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide (Que.)	640	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide (Que.)	1,230	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, non-medical employees, province-wide (Que.)	3,050	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide (Que.)	740	2.2	1.5	48	2002-06-30
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide (Que.)	930	2.2	1.5	48	2002-06-30
University of Sherbrooke, support employees, Sherbrooke (Que.)	710	2.0	1.5	55	2002-12-31
Dufferin-Peel Catholic District School Board, secondary teachers, Mississauga (Ont.)	1,630	2.0	2.0	12	2001-08-31
Dufferin-Peel Catholic District School Board, elementary teachers, Mississauga (Ont.)	2,780	2.0	2.0	12	2001-08-31
Dufferin-Peel Catholic District School Board, occasional teachers, Dufferin County (Ont.)	560	2.0	2.0	12	2000-12-31
London Health Sciences Centre, health service-non-professionals, London (Ont.)	700	0.9	0.0	54	2001-10-10
Ontario Hospital Association, nurses, province-wide (Ont.)	38,000	2.2	2.0	36	2001-03-31
University of Toronto, instructors/tutors/lecturers, Toronto (Ont.)	3,000	2.4	2.8	24	2001-08-31
River East School Division No. 9, elementary and secondary teachers, East Kildonan (Man.)	860	2.1	2.5	30	2000-06-30
Extendicare(Canada) Inc., health service non-professionals, Regina, Moose Jaw & Saskatoon (Sask.)	580	2.0	2.0	39	2001-03-31
Governors of the University of Calgary, instructors/tutors/lecturers, Calgary (Alta.)	1,720	2.0	4.0	24	2001-06-30
Northern Alberta Institute of Technology, tech., service & maint. employees, Edmonton (Alta.)	510	3.3	3.4	24	2001-07-21
University of Victoria, office and clerical employees, Victoria (B.C.)	600	0.6	0.0	36	2002-03-31
<b>Public Administration (5 agreements)</b>	<b>15,910</b>	<b>2.2</b>	<b>1.6</b>	<b>44.7</b>	.
Government of New Brunswick, institutional care & maintenance empls., province-wide (N.B.)	630	1.5	1.5	36	2002-12-15
Government of Quebec, lawyers & notaries, province-wide (Que.)	660	2.0	1.0	66	2002-06-30
Government of Quebec, scientific & other professionals, province-wide (Que.)	11,420	2.3	1.5	48	2002-06-30
Government of Canada, translators, Canada-wide	790	2.0	2.0	12	2000-04-18
Government of the Yukon Territory, all categories, Whitehorse (Y.T.)	2,410	2.5	2.2	36	2002-12-31
<b>Agreements with COLA (1 agreement)</b>	<b>45,000</b>	<b>2.2</b>	<b>2.5</b>	<b>30.0</b>	
<b>Agreements without COLA (63 agreements)</b>	<b>204,660</b>	<b>2.3</b>	<b>1.8</b>	<b>42.5</b>	
<b>All agreements (64 agreements)</b>	<b>249,660</b>	<b>2.3</b>	<b>1.9</b>	<b>40.3</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustment in base rates)**

	1997	1998	1999	1999				Year to Date	1999	2000	
				1	2	3	4				
<b>All Industries/Jurisdictions</b>											
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.4	2.9	2.3	2.3	2.3	2.3
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.3	2.2	2.3	2.3
COLA	1.8	2.6	3.3	2.0	2.0	3.9	4.2	2.2	2.7	1.8	2.2
First Year Increase	1.1	1.4	1.8	1.2	2.1	1.9	2.6	1.8	2.6	1.7	1.9
Non-COLA	1.0	1.3	1.7	1.2	2.2	1.7	2.0	1.8	2.6	1.7	1.8
COLA	1.7	2.7	2.9	2.2	1.8	3.5	3.6	2.4	2.3	1.5	2.5
<b>Industries</b>											
Primary Industries	1.8	1.1	2.1	-	2.6	1.6	2.2	-	2.2	-	-
Manufacturing	2.3	1.4	3.2	1.6	2.1	3.3	4.3	2.2	3.6	2.2	3.1
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	4.3	-	-	4.3
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.3	2.1	3.6	2.2
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	2.0	1.5	2.0	-
Services	1.0	1.4	1.8	0.9	2.3	2.6	2.3	2.2	2.3	2.2	2.2
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.2	2.5	-	2.2
<b>Jurisdictions</b>											
Newfoundland	1.7	1.3	1.6	1.5	1.6	2.2	-	-	-	-	-
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	3.0	-	-
Nova Scotia	2.0	2.9	2.1	4.5	2.0	1.5	1.8	2.2	-	2.2	-
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	1.3	-	-	1.3
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	2.3	1.5	2.3	2.2
Ontario	1.1	1.6	2.1	1.4	1.6	3.2	3.6	2.4	2.5	2.1	2.5
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.0	2.2	2.0	2.1
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	2.0	-	-	2.0
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.1	2.8	4.2	2.3
British Columbia	1.3	0.8	0.8	0.7	0.6	1.3	0.8	0.4	-	0.3	0.6
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.2	2.0	-	2.2
<b>Public Sector</b>	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.2	2.2	2.2	2.2
<b>Private Sector</b>	1.8	1.8	2.6	2.2	2.4	2.3	3.7	2.8	2.4	2.4	4.1
<b>Consumer Price Index</b>	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.5	2.6	2.3	2.7

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Government of Canada	various unions	18,020	March 00
•Government of Quebec	various unions	41,320	March 00
•STCUM (Montreal Transit)	CUPE	4,410	March 00
•NAV CANADA	ATSAC	840	March 00
•Ontario hospitals	OPSEU (technicians)	5,000	March 00
•Budd Canada Inc.	CAW	1,600	March 00
•Government of Alberta	AUPE	17,540	March 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	104,680	B/TENT	Sept.97/Sept.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B/WS	Dec. 98
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Nova Scotia	CUPE	1,160	ARB	Oct. 99
•New Brunswick Power Corp.	IBEW	1,250	B	Sept. 99
•Government of Quebec	various unions	14,750	B/TENT	June 98
•STCUM (Montreal Transit)	CNTU	2,010	CO	Jan. 00
•City of Toronto	CUPE (inside workers)	21,000	TENT	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	B	Mar. 00
•Government of Manitoba	M.G.E.U.	13,520	B	Mar. 00
•City of Winnipeg	CUPE	5,100	B	Dec. 99
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	CO	Dec. 99
•Provincial Health Authorities of Alberta	various unions	17,160	B/CO	Mar. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98

**Private Sector**

•Air Canada	Pilots	2,100	B	Apr. 00
•Nortel (Que.)	Communication Workers	1,300	B	Feb. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•Noranda (N.B.)	Steelworkers	810	B	Feb. 00
•United Parcel Service	Teamsters	2,800	B	Feb. 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	B	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	B	Feb. 00
•Fining (B.C. & Y.T.)	Machinists	800	B	Apr. 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	Mar. 00
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•INCO (Ont.)	Steelworkers	4,910	May 00
•Manitoba Hydro-Electric Board	IBEW	2,300	May 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00

## EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

### For more information contact:

Client Services at 1-800-567-6866  
 or in the Ottawa-Hull region (819) 997-3117  
 or  
 E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)



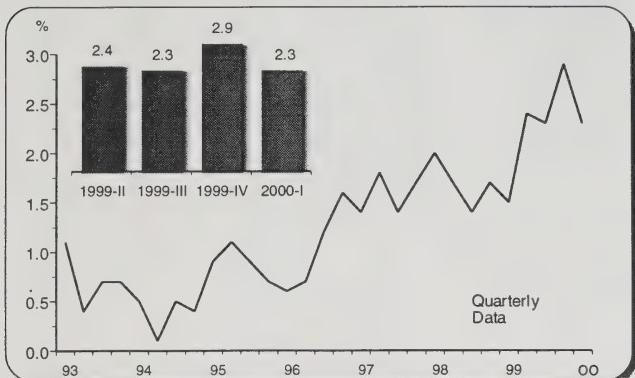


**Workplace  
Information  
Directorate**  
1-800-557-6866  
or (819) 997-3117

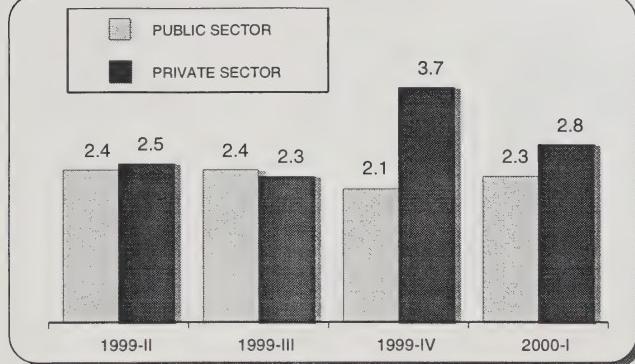
# THE WAGE SETTLEMENTS BULLETIN

May 2000  
Volume 11, Issue 5

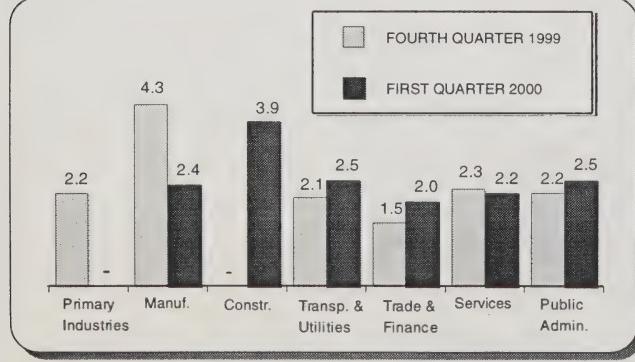
## Perspective on base rate percentage adjustments from major settlements



## Base rate percentage adjustments from major settlements, by public / private sectors



## Base rate percentage adjustments in major settlements, by industry



Le Bulletin existe également en français.

## First Quarter 2000

Major collective bargaining settlements reached in the **first quarter of the year 2000** provided base-rate wage increases averaging 2.3 per cent annually over the contract-term, up marginally from the 2.2 per cent average in the year 1999, but below the 2.9 per cent average in the fourth quarter of 1999. The first quarter 2000 results are based on a review of 142 settlements reached in the period, with an above-average coverage of 531,150 employees. In the year 1999 as a whole, there were 368 major settlements covering 808,530 employees.

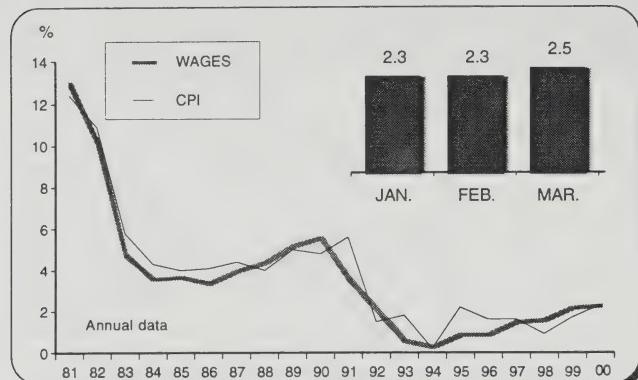
Since troughing in mid-1994, the overall size of wage adjustments has trended upwards - though moderately - and the 2.3 per cent gain in the first quarter of the year 2000 remains well below the most recent annual peak-gain of 5.6 per cent in 1990. Also, since 1993, average wage adjustments in the private sector have generally been above those in the public sector, although the gap has been narrowing since late 1997.

Wage adjustments for 488,560 employees in 114 first-quarter **public-sector** settlements averaged **2.3 per cent**, an increase from 1.9 per cent in the 1999 year, and 2.1 per cent in the fourth quarter of 1999. In the **private sector**, 28 settlements reached in the first quarter provided wage adjustments averaging **2.8 per cent** for 42,590 employees, up from 2.6 per cent in the year 1999, but below the fourth-quarter 1999 average of 3.7 per cent. The first quarter 2000 results were significantly influenced by settlements in the Quebec public sector for 288,930 employees, with an average wage gain of 2.3 per cent.

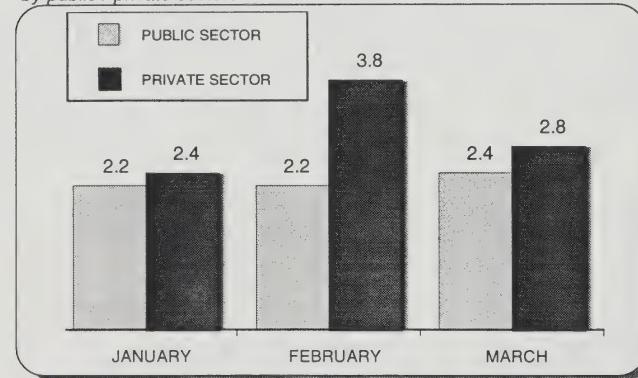
On a regional/jurisdictional basis, wage increases in the first quarter 2000 were largest in the Prairie provinces, at 3.6 per cent for 24,170 employees (Alberta's 20,960 employees gained increases averaging 3.8 per cent). In Ontario, 113,530 employees gained an average increase of 2.4 per cent. Quebec's 297,470 employees gained an average 2.3 per cent. In the Federal jurisdiction, 68,710 employees gained increases averaging 2.2 per cent. In Atlantic Canada, wage increases for 17,060 employees averaged 2.1 per cent, while in British Columbia, 10,210 employees gained an average increase of 0.6 per cent.

First quarter 2000 wage increases by industry are shown in the adjoining chart.

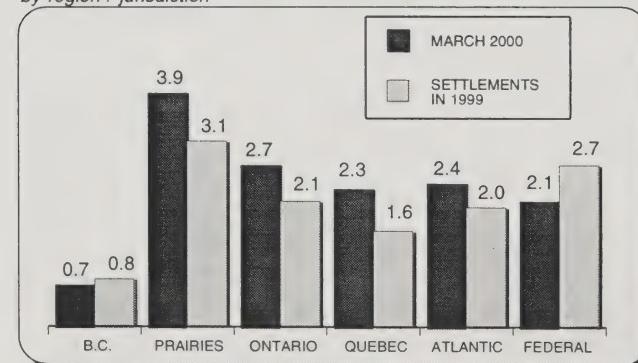
*Perspective on base rate percentage adjustments from major settlements and the consumer price index*



*Base rate percentage adjustments from major settlements, by public / private sectors*



*Base rate percentage adjustments from major settlements, by region / jurisdiction*



**March 2000**

Base-rate wage increases from major collective bargaining settlements reached in **March, 2000** averaged **2.5 per cent**, up slightly from the January and February, 2000 averages of 2.3 per cent and the 2.2 per cent average for the year 1999.

The March results are based on a review of 46 settlements covering 151,740 employees. As in the preceding two months, Quebec public-sector settlements (with a 2.3% increase) accounted for a significant proportion of all employees (50.8%) covered in March agreements. Major settlements in March also included three Government of Canada agreements at 2.0 per cent and eight Government of Alberta agreements at 4.0 per cent.

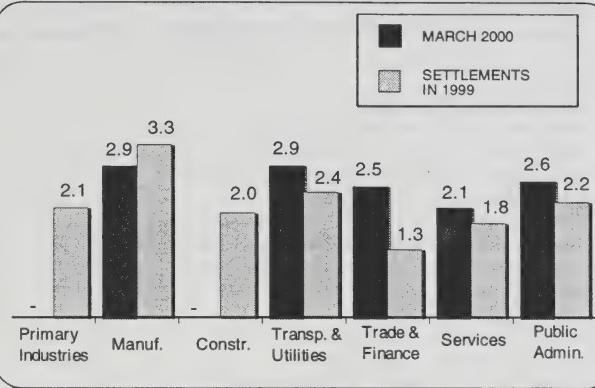
When the parties to the March, 2000 settlements previously negotiated (with contract durations averaging 31.7 months), the resulting wage adjustments averaged 1.9 per cent, compared to the 2.5 per cent in their current round of settlements.

**Public-sector** wage increases averaged **2.4 per cent** in March, 2000, slightly higher than the 2.2 per cent in the previous two months, and the annual average of 1.9 percent in 1999. There were 37 public-sector settlements reached in March, with a coverage of 141,850 employees (93.5% of all employees covered). In contrast, there were only 9 **private-sector** settlements with a low coverage of 9,890 employees; wage increases in these settlements averaged **2.8 per cent**, lower than the previous month's average of 3.8 per cent but slightly higher than the 1999 average annual increase of 2.6 per cent. In March, private-sector wage increases were higher than those in the public sector, as they have been (on a monthly basis) since August of last year.

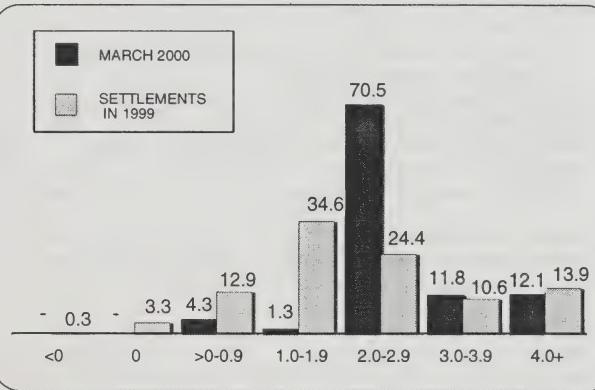
On a regional/jurisdictional basis, the majority of employees (51%) covered in March's settlements were in Quebec; wage increases in this jurisdiction averaged 2.3 per cent. In the prairie provinces, wage increases averaged 3.9 per cent. In other regions/jurisdictions, wage gains in ascending order were: British Columbia at 0.7 per cent; the Federal jurisdiction at 2.1 per cent; the Atlantic Provinces at 2.4 per cent, and Ontario at 2.7 per cent.

On an industry basis, the largest proportion of employees was in **public administration** and the **services** sector; in **public administration** 14 agreements provided 69,730 employees with wage gains averaging **2.6 per cent**, and in the **services** sector, 18 agreements provided 54,730 employees with wage gains averaging **2.1 per cent**. These sectors comprise the majority of public-sector settlements in March. In **manufacturing**, 6 agreements provided 7,260 employees with wage gains averaging **2.9 per cent**. In the **transportation, communications and utilities** sector, 7 settlements provided 19,330 employees with wage increases averaging **2.9 per cent**. In the **trade** sector, a single agreement provided 690 employees with wage gains of **2.5 per cent**. There were no major settlements in **primary industries**, or construction.

*Base rate percentage adjustments from major settlements, by industry*



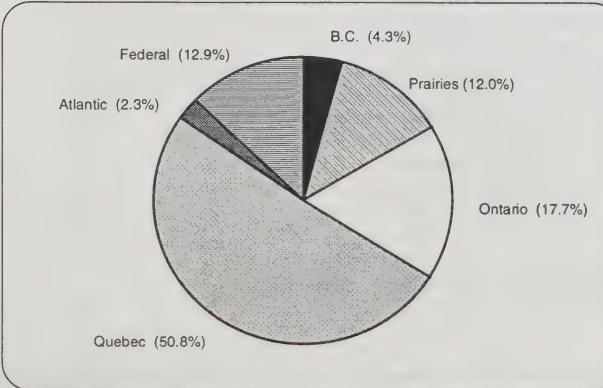
*Percentage distribution of employees from major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*

The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	2	3,530
Quebec	12	77,040
Ontario	12	26,900
Prairie provinces	9	18,180
British Columbia	5	6,590
Federal	6	19,500



**MAJOR SETTLEMENTS REACHED IN MARCH**

<b>Industry and Employer</b>	<b>No. of empls.</b>	<b>Average annual percentage adj.</b>	<b>First year adjustment</b>	<b>Duration (months)</b>	<b>Expiry date dd/mm/yy</b>
<b>Manufacturing (6 agreements)</b>					
Fishery Products International Limited, plant & maintenance empls., Bonavista & area, Nfld.	7,260	2.9	3.0	31	.
Island Fishermen's Co-operative Association Ltd., plant & maintenance empls., Lameque, N.B.	3,000	2.4	2.9	24	31/12/01
Bertrand Faure Components Ltd., production, Mississauga, Ont.	530	2.3	3.0	36	28/02/03
Boeing Canada Technology Ltd., production, Arnprior, Ont.	500	3.0	3.0	36	17/05/03
Budd Canada Inc., plant & maintenance empls., Kitchener, Ont.	500	4.8*	5.4	36	06/03/03
New Flyer Industries Ltd., production, Transcona, Man.	1,600	3.1*	2.6	36	31/03/03
	1,130	3.0*	3.0	36	30/09/02
<b>Transportation, Communication and Other Utilities (7 agreements)</b>	<b>19,330</b>	<b>2.9</b>	<b>2.7</b>	<b>24.6</b>	.
Montreal Urban Community Transit Commission, bus drivers, Montreal, Que.	3,550	2.7	2.0	36	11/01/03
Montreal Urban Community Transit Commission, office and clerical employees, Montreal, Que.	640	2.7	2.0	36	11/01/03
Government of Ontario, ambulance technicians, province-wide, Ont.	1,100	1.2	1.0	24	31/03/01
Ontario Hydro Services Company Inc., office, clerical and trades empls., province-wide, Ont.	4,000	3.0	3.0	12	31/03/01
Ontario Power Generation Inc., office, clerical and trades empls., province-wide, Ont. (nuclear)	6,600	3.0	3.0	24	31/03/02
Ontario Power Generation Inc., office, clerical and trades empls., province-wide, Ont. (non-nuclear)	2,600	3.0	3.0	24	31/03/02
NAV CANADA, radio operators, Canada-Wide	840	4.4	4.0	36	30/04/01
<b>Trade-Finance (1 agreement)</b>	<b>690</b>	<b>2.5</b>	<b>0.0</b>	<b>60</b>	.
Corp. des concessionnaires d'automobiles du Saguenay-Lac St-Jean, service & maintenance empl., Saguenay-Lac St-Jean, Que.	690	2.5	0.0	60	31/12/02
<b>Community, Business &amp; Personal Services (18 agreements)</b>	<b>54,730</b>	<b>2.1</b>	<b>1.5</b>	<b>43.2</b>	.
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	22,690	2.3	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	660	2.3	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	3,630	2.3	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	1,740	2.3	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, nurses, province-wide, Que.	1,560	2.3	1.5	48	30/06/02
Management Negotiating Committee for French-language School Boards, support employees, province-wide, Que.	5,870	2.2	1.5	48	30/06/02
Ontario Hospital Association, professional and technical empls., province-wide, Ont.	5,000	2.2	2.0	36	31/03/02
Toronto Public Library Board, librarians, Toronto, Ont.	2,500	2.5	2.0	36	31/12/01
University of Guelph, office and clerical employees, Guelph, Ont.	820	2.5	2.4	36	30/04/02
University of Guelph, teaching assistants, Guelph, Ont.	860	3.0	4.1	36	31/08/02
Government of Alberta, health service empls., province-wide, Alta.	1,110	4.0	4.0	24	31/08/01

continued on next page

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**MAJOR SETTLEMENTS REACHED IN MARCH (continued)**

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Government of British Columbia, nurses, province-wide, B.C.	980	0.7	0.0	36	31/12/01
Simon Fraser University, office and clerical employees, Burnaby, B.C.	730	0.7	0.0	36	31/03/02
University of British Columbia, office and clerical employees, Vancouver, B.C.	1,430	0.7	0.0	36	31/03/02
University of British Columbia, service & maintenance empl., Vancouver, B.C.	1,850	0.7	0.0	36	31/03/02
University of British Columbia, teaching assistants, Vancouver, B.C.	1,600	0.7	0.0	36	31/08/02
National Research Council of Canada, scientific & other professionals, Canada-wide,	1,100	2.0	2.0	12	19/07/00
Government of Nunavut, elementary and secondary teachers, Iqaluit, Nunavut	600	3.2	3.5	34	30/06/02
<b>Public Administration (14 agreements)</b>	<b>69,730</b>	<b>2.6</b>	<b>2.2</b>	<b>32.9</b>	.
Government of Quebec, hourly rated employees, province-wide, Que.	3,110	2.2	1.5	48	30/06/02
Government of Quebec, salaried employees, province-wide, Que.	31,930	2.2	1.5	48	30/06/02
Société québécoise de développement de la main-d'oeuvre, office and clerical employees, province-wide, Que.	970	2.2	1.5	48	30/06/02
Ontario Housing Corporation and all Housing Authorities, administrative services employees, province-wide, Ont.	820	1.4	1.5	36	31/12/02
Government of Alberta, administrative services (support) employees, province-wide, Alta.	7,930	4.0	4.0	24	31/08/01
Government of Alberta, administrative services (program) employees, province-wide, Alta.	2,110	4.0	4.0	24	31/08/01
Government of Alberta, correctional officers, province-wide, Alta.	1,390	4.0	4.0	24	31/08/01
Government of Alberta, general tradesmen, province-wide, Alta.	520	4.0	4.0	24	31/08/01
Government of Alberta, natural resource conservation, province-wide, Alta.	670	4.0	4.0	24	31/08/01
Government of Alberta, social workers, province-wide, Alta.	1,870	4.0	4.0	24	31/08/01
Government of Alberta, technical employees, province-wide, Alta.	1,450	4.0	4.0	24	31/08/01
Government of Canada, nurses, Canada-wide	1,800	2.0	2.0	12	30/09/00
Government of Canada, scientific & other professionals, Canada-wide	9,660	2.0	2.0	12	21/06/00
Government of Canada, economists and social science employees, Canada-wide	5,500	2.0	2.0	3	21/06/00
<b>Agreements with COLA (3 agreements)</b>	<b>3,230</b>	<b>3.3</b>	<b>3.2</b>	<b>36.0</b>	
<b>Agreements without COLA (43 agreements)</b>	<b>148,510</b>	<b>2.4</b>	<b>2.0</b>	<b>35.6</b>	
<b>All agreements (46 agreements)</b>	<b>151,740</b>	<b>2.5</b>	<b>2.0</b>	<b>35.6</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1997	1998	1999	1999				2000		2000		
				1	2	3	4	1	Jan	Feb	Mar	
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.3	2.9	2.3	2.3	2.3	2.5	
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.3	2.3	2.3	2.3	2.4
COLA	1.8	2.6	3.3	2.0	2.1	3.9	4.2	2.2	1.7	2.2	3.3	
First Year Adjustment	1.1	1.4	1.9	1.2	2.1	1.9	2.7	1.9	1.7	1.9	2.0	
Non-COLA	1.0	1.3	1.7	1.2	2.1	1.7	2.0	1.8	1.7	1.8	2.0	
COLA	1.7	2.7	3.1	2.2	1.9	3.7	3.9	2.4	1.3	2.5	3.2	
<b>Industries</b>												
Primary Industries	1.8	1.1	2.1	-	2.6	1.6	2.2	-	-	-	-	-
Manufacturing	2.3	1.4	3.3	1.6	2.3	3.3	4.3	2.4	2.1	3.1	2.9	
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	3.9	-	3.9	-	
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.5	3.6	2.2	2.9	
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	2.0	2.0	-	2.5	
Services	1.0	1.4	1.8	0.9	2.2	2.5	2.3	2.2	2.2	2.2	2.1	
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.5	-	2.2	2.6	
<b>Jurisdictions</b>												
Newfoundland	1.7	1.3	1.6	1.6	1.6	2.2	-	2.4	-	-	2.4	
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	-	-	-	
Nova Scotia	2.0	2.9	2.1	4.5	2.0	1.5	1.8	2.2	2.2	1.6	-	
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	1.5	-	1.3	2.3	
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	2.3	2.3	2.2	2.3	
Ontario	1.1	1.6	2.1	1.4	1.6	3.1	3.6	2.4	2.1	2.4	2.7	
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.5	2.0	2.1	3.0	
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	2.0	-	2.0	-	
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.8	4.2	2.3	4.0	
British Columbia	1.3	0.8	0.8	0.7	0.6	1.3	0.8	0.6	0.3	0.6	0.7	
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-	-	
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.2	-	2.2	2.1	
<b>Public Sector</b>	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.3	2.2	2.2	2.4	
<b>Private Sector</b>	1.8	1.8	2.6	2.2	2.5	2.3	3.7	2.8	2.4	3.8	2.8	
<b>Consumer Price Index</b>	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.7	2.3	2.7	3.0	

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Government of Canada	various unions	62,750	April 00
•Government of Quebec	various unions	4,220	April 00
•Nortel (Que.)	Communication Workers	3,000	April 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	80,380	B/CO/TENT	Sept.97/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	32,640	TENT	(1st)
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	ARB	Dec. 98
•Government of Nova Scotia	CUPE	1,160	ARB	Oct. 99
•Sydney Steel	Steelworkers	600	B	Oct. 99
•New Brunswick Power Corp.	IBEW	1,250	TENT	Sept. 99
•Government of Quebec	various unions	13,900	B/TENT	June 98
•STCUM (Montreal Transit)	CNTU	2,010	CO	Jan. 00
•City of Toronto	CUPE (inside workers)	21,000	TENT	various
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	B	Mar. 00
•Government of Manitoba	M.G.E.U.	13,520	B	Mar. 00
•City of Winnipeg	CUPE	5,100	TENT	Dec. 99
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•Provincial Health Authorities of Alberta	various unions	17,160	B/MED	Mar. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
<b>Private Sector</b>				
•Air Canada	Pilots	2,100	CO	Apr. 00
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•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	B	Feb. 00
•Finning (B.C. & Y.T.)	Machinists	800	B	Apr. 00
•Forest Industrial Relations (B.C.)	Ind. Wood & Allied Workers	22,500	B	June 00

Status\* :

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•Government of N.W.T.	PSAC	4,000	Mar. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Bombardier De Havilland	CAW	3,400	June 00
•Cabano Kingsway Transport	Teamsters	900	June 00
•Loblaw's Supermarkets	U.F.C.W.	9,400	June 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00

**EXPLANATORY NOTES**

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**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

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 or in the Ottawa-Hull region (819) 997-3117  
 or  
 E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)



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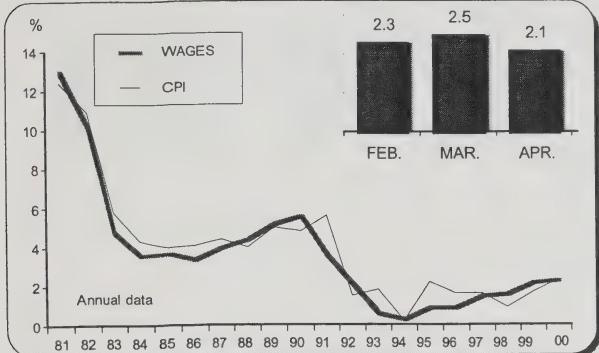
# THE WAGE SETTLEMENTS BULLETIN

June 2000  
Volume 11, Issue 6

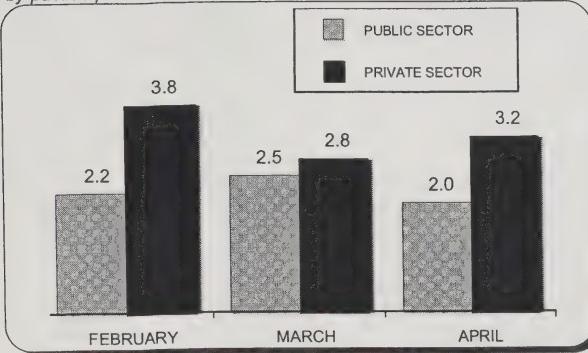
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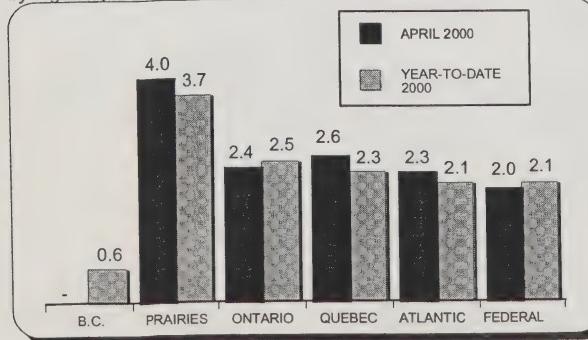
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments from major settlements,  
by region / jurisdiction



Le Bulletin existe également en français.

April 2000

Major collective bargaining settlements reached in April 2000 provided base-rate wage increases averaging 2.1 per cent annually over the contract-term, down from 2.5 per cent in the previous month, and marginally below the 2.2 per cent average for 1999 as a whole.

The April 2000 results are based on a review of 16 settlements reached in the period, with a coverage of 76,150 employees. A single agreement between the Government of Canada and the Program and Administration Services Group covering 61,580 employees (81% of total employee coverage) had a sizeable impact on the aggregate wage data in a month with few settlements. This agreement provided employees with an average annual wage increase of 2.0 per cent.

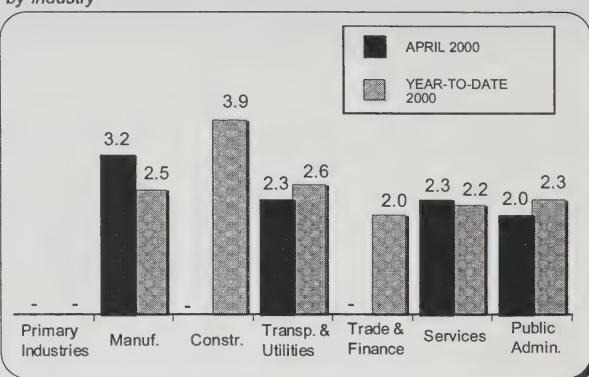
When the parties to the April 2000 settlements previously negotiated (with contract durations averaging 25.2 months), the resulting wage adjustments averaged 2.2 per cent, compared to the 2.1 per cent in their current round of settlements.

In a month with few settlements, private sector wage increases continued to be higher than those in the public sector. Private-sector wage adjustments for 3,220 employees in only 4 settlements averaged 3.2 per cent, up from 2.8 per cent in the previous month, and the average of 2.6 per cent for 1999. In the public sector, wage increases for 72,930 employees in 12 agreements averaged 2.0 per cent, down from 2.5 per cent in the previous month, but marginally above last year's average of 1.9 per cent.

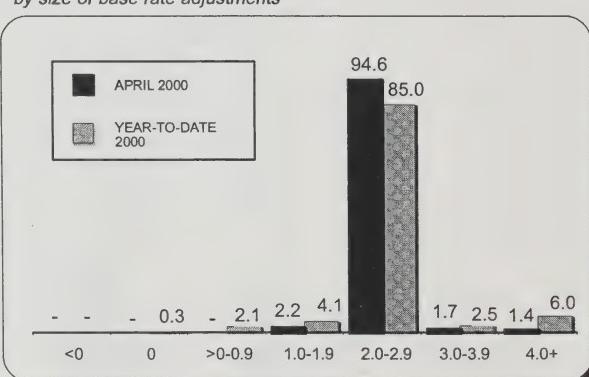
On a regional/jurisdictional basis, the largest concentration of employees was in the Federal jurisdiction with 65,400 employees (85.9% of total) in 4 agreements obtaining wage increases averaging 2.0 per cent; in the Prairie provinces (Alberta) a single agreement provided 530 employees with a wage gain of 4.0 per cent; In Quebec, 4 agreements provided 5,630 employees with wage increases of 2.6 per cent; in Ontario 6 settlements covering 4,080 employees averaged 2.4 per cent and in Atlantic Canada (Newfoundland) 510 employees in a single agreement obtained a wage increase averaging 2.3 per cent. There were no major settlements in B.C.

On an industry basis, the largest proportion of employees was in **public administration**. In this industry group, 7 agreements provided 67,270 employees (88.3% of total number of employees) with wage increases averaging **2.0 per cent**; this sector also includes the sizeable Government of Canada settlement. In **manufacturing**, 4 agreements provided 3,220 employees with wage gains averaging **3.2 per cent**. Wage increases ranged from 2.1 per cent at Kellogg Canada Inc. to a high of 3.2 per cent at Lear Corporation in Oakville, Ontario. In the **services sector**, 4 agreements provided 5,150 employees with wage gains averaging **2.3 per cent** and a single agreement in the **utilities sector** (Newfoundland and Labrador Hydro) provided 510 workers with an average annual increase of **2.3 per cent**. There were no major settlements in **primary industries, construction or trade**.

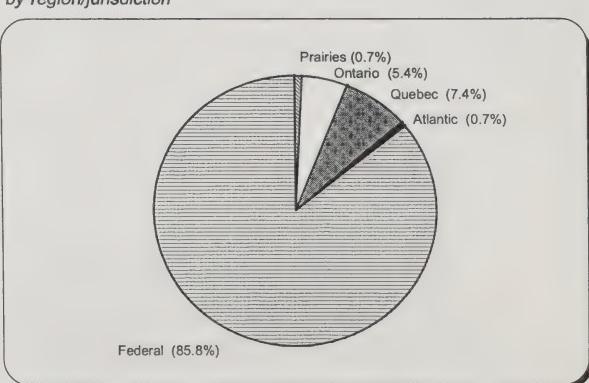
*Base rate percentage adjustments from major settlements, by industry*



*Percentage distribution of employees from major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	<u>Agreements</u>	<u>Employees</u>
Atlantic provinces	1	510
Quebec	4	5,630
Ontario	6	4,080
Prairie provinces	1	530
Federal	4	65,400

**MAJOR SETTLEMENTS REACHED IN APRIL**

<b>Industry and Employer</b>	<b>No. of empls.</b>	<b>Average annual percentage adj.</b>	<b>First year adjustment</b>	<b>Duration (months)</b>	<b>Expiry date dd/mm/yy</b>
<b>Manufacturing ( 4 agreements)</b>	<b>3,220</b>	<b>3.2</b>	<b>2.8</b>	<b>46.8</b>	.
Cuddy Food Products, plant & maintenance empl., London, Ont.	800	2.0	0.0	60	01/06/05
Kellogg Canada Inc., plant & maintenance empl., London, Ont.	560	2.1	2.0	36	16/04/03
Lear Corporation, plant & maintenance empl., Oakville, Ont.	560	4.8*	4.6	36	29/03/03
Northern Telecom Canada Limited (Nortel), hourly rated employees, Montreal, Que.	1,300	3.8*	4.1	48	28/02/04
<b>Transportation, Communication and Other Utilities (1 agreement)</b>	<b>510</b>	<b>2.3</b>	<b>2.0</b>	<b>36</b>	.
Newfoundland and Labrador Hydro, plant & maintenance empl., province-wide, Nfld.	510	2.3	2.0	36	31/03/02
<b>Community, Business &amp; Personal Services (4 agreements)</b>	<b>5,150</b>	<b>2.3</b>	<b>1.8</b>	<b>41.2</b>	.
Comité patronal de négociation des collèges, educational services, province-wide, Que.	1,020	2.2	1.5	48	30/06/02
Comité patronal de négociation secteur santé et services sociaux, technical employees, province-wide, Que.	2,670	2.3	1.5	48	30/06/02
Halton Catholic District School Board, elementary teachers, Burlington, Ont.	930	1.5	2.0	24	31/08/02
The Board of Governors of Mount Royal College, instructors/tutors/lecturers, Calgary, Alta.	530	4.0	3.5	24	30/06/01
<b>Public Administration (7 agreements)</b>	<b>67,270</b>	<b>2.0</b>	<b>2.0</b>	<b>12.5</b>	.
City of London, inside employees, London, Ont.	670	2.4	2.5	36	31/12/02
Communications Security Establishment/DND, administrative services employees, Ottawa, Ont.	550	2.0	2.0	12	09/02/01
Government of Canada, administrative & support employees, Canada-Wide	61,580	2.0	2.0	12	20/06/00
Government of Canada, scientific & other professionals, Canada-Wide	2,500	2.0	2.0	12	30/09/00
Government of Canada, ship maintenance, Halifax, N.S.	770	1.5	1.5	12	31/12/00
The Construction Commission of Quebec, office and clerical employees, province-wide, Que.	640	2.0	1.5	24	31/12/00
Waterloo Regional Police Services Board, police officers, Waterloo, Ont.	560	2.8	2.5	30	31/12/01
<b>Agreements with COLA (2 agreements)</b>	<b>1,860</b>	<b>4.1</b>	<b>4.3</b>	<b>44.4</b>	
<b>Agreements without COLA (14 agreements)</b>	<b>74,290</b>	<b>2.0</b>	<b>2.0</b>	<b>15.3</b>	
<b>All agreements (16 agreements)</b>	<b>76,150</b>	<b>2.1</b>	<b>2.0</b>	<b>16.1</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustment in base rates)**

	1997	1998	1999	1999				2000	Year to Date*	2000		
				1	2	3	4			Feb	Mar	Apr
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.3	2.9	2.3	2.3	2.3	2.5	2.1
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.1	2.4	2.3	2.3	2.5	2.0
COLA	1.8	2.6	3.3	2.0	2.1	3.9	4.2	2.2	2.3	2.2	3.2	4.1
First Year Increase	1.1	1.4	1.9	1.2	2.1	1.9	2.8	1.9	1.9	1.9	2.2	2.0
Non-COLA	1.0	1.3	1.7	1.2	2.1	1.7	2.0	1.9	1.9	1.8	2.2	2.0
COLA	1.7	2.7	3.3	2.2	1.9	3.9	4.2	2.4	2.4	2.5	2.7	4.3
<b>Industries</b>												
Primary Industries	1.9	1.1	2.1	-	2.6	1.6	2.2	-	-	-	-	-
Manufacturing	2.3	1.4	3.3	1.6	2.3	3.3	4.3	2.4	2.5	3.1	2.8	3.2
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	3.9	3.9	3.9	-	-
Transp. & Communication	1.6	1.9	2.4	2.0	2.3	3.3	2.1	2.6	2.6	2.2	3.5	2.3
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	2.0	2.0	-	2.5	-
Services	1.0	1.4	1.8	0.9	2.3	2.5	2.3	2.2	2.2	2.2	2.1	2.3
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.5	2.3	2.2	2.6	2.0
<b>Jurisdictions</b>												
Newfoundland	1.7	1.3	1.6	1.6	1.6	2.2	-	2.4	2.4	-	2.4	2.3
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	-	-	-	-
Nova Scotia	2.0	2.9	2.1	4.5	2.0	1.5	1.8	2.2	2.2	1.6	-	-
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	1.5	1.5	1.3	2.3	-
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	2.3	2.3	2.2	2.3	2.6
Ontario	1.1	1.6	2.1	1.4	1.6	3.1	3.6	2.5	2.5	2.5	3.0	2.4
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.5	2.5	2.1	3.0	-
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	2.0	2.0	2.0	-	-
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.8	3.8	2.3	4.0	4.0
British Columbia	1.3	0.8	0.8	0.7	0.6	1.3	0.8	0.6	0.6	0.6	0.7	-
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	-	-	-	-
Federal Jurisdiction	1.8	2.1	2.8	2.0	3.1	3.4	2.2	2.2	2.1	2.2	2.1	2.0
<b>Public Sector</b>												
Private Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.3	2.3	2.2	2.5	2.0
Consumer Price Index	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.7	2.5	2.7	3.0	2.1

\*January to April data

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Government of Canada	PSAC	14,350	May 00
•Government of Quebec	CPS	3,490	May 00
•New Brunswick Power Corp.	IBEW	1,250	May 00
•Noranda (N.B.)	Steelworkers	750	May 00
•INCO (Ont.)	Steelworkers	3,300	May 00
•City of Toronto	CUPE (inside workers)	21,000	May 00
•City of Winnipeg	CUPE	5,250	May 00
•Provincial Health Authorities of Alberta	AUPE	10,100	May 00
•Finning (B.C. & Y.T.)	Machinists	800	May 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	109,700	B/CO	Sept.97/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	38,640	B	(1st)
•Canadian Food Inspection Agency	PSAC & PIPS	3,700	B	Dec.99/Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	B	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	various unions	10,250	B	June 98/Dec.99
•STCUM (Montreal Transit)	CNTU	2,010	TENT	Jan. 00
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	B	Mar. 00
•Government of Manitoba	MGEU	13,520	B	Mar. 00
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•Provincial Health Authorities of Alberta	various unions	7,060	MED	Mar. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98
<b>Private Sector</b>				
•Air Canada	Pilots	2,100	MED	Apr. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•United Parcel Service	Teamsters	2,800	CO	Feb. 00
•Bombardier De Havilland	CAW	3,400	B	June 00
•Loblaw's Supermarkets	UFCW	9,400	B	June 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	MED	Feb. 00
•Forest Industrial Relations (B.C.)	Ind. Wood & Allied Workers	22,500	B	June 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/W/S	mediation after work stoppage	TENT	tentative agreement
B/W/S	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Laurentienne Bank	OPEIU	1,510	Dec. 99
•Cabano.Kingsway Transport	Teamsters	900	June 00
•CAE Electronics	CEP	750	June 00
•Falconbridge	CAW	1,430	July 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00

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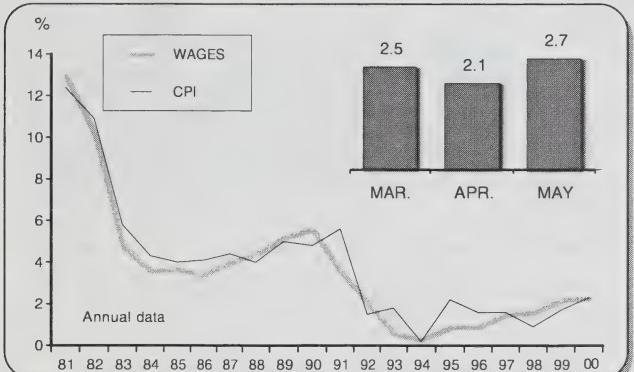
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# THE WAGE SETTLEMENTS BULLETIN

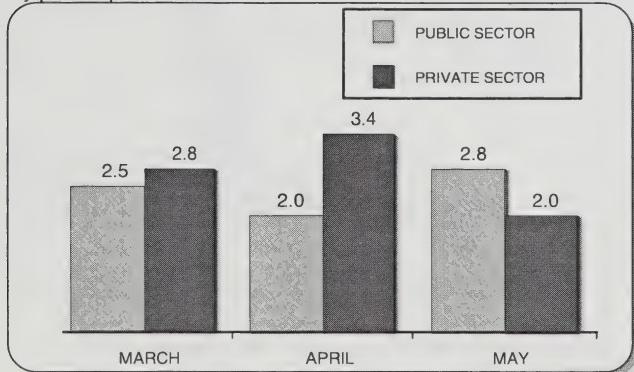
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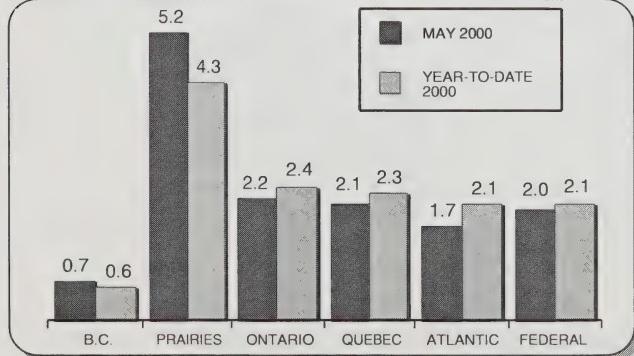
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments from major settlements,  
by region / jurisdiction



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## Wage Data for May 2000

Major collective bargaining settlements reached in **May 2000** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term, up from the 2.1 per cent average for April, and the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to May 2000 inclusively) averaged 2.4 per cent.

The May 2000 results are based on a review of 32 settlements reached in the period, with a coverage of 82,130 employees. These results were significantly influenced by three City of Toronto settlements providing 18,400 municipal employees with wage increases averaging 2.5 per cent and by three Alberta public-sector health agreements covering 10,100 nurses and non-medical employees, with above-average wage gains of 7.2 per cent collectively.

The Alberta health-sector agreements exerted upward pressure on May's aggregate figure. Excluding these three settlements, the remaining 29 agreements had wage increases averaging 2.0 per cent.

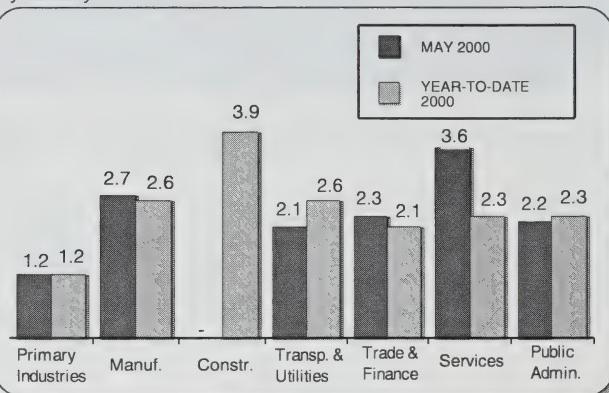
When the parties to the May 2000 settlements previously negotiated (with contract durations averaging 34 months), the resulting wage adjustments averaged 2.1 per cent, compared to the 2.7 per cent in their current round of settlements.

**Private-sector** wage adjustments for 12,890 employees in 10 settlements averaged **2.0 per cent**, down from 3.4 per cent in the previous month, and the average of 2.6 per cent for 1999. In the **public sector**, wage increases for 69,240 employees in 22 agreements averaged **2.8 per cent**, up from 2.0 per cent in the previous month, and last year's average of 1.9 per cent.

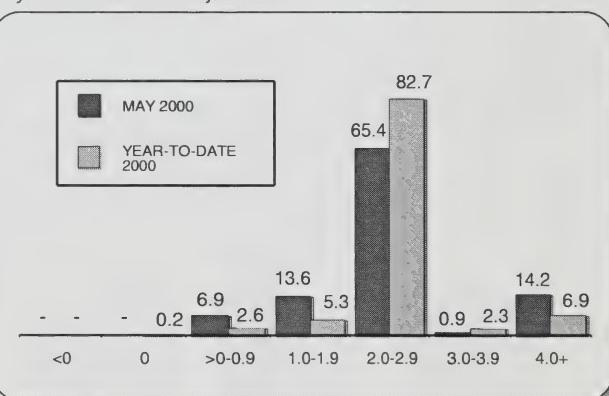
On a regional/jurisdictional basis, the largest concentration of employees was in Ontario, with 35,340 workers (43% of total) in 15 agreements obtaining wage increases averaging 2.2 per cent. The largest average wage increase was in the Prairie provinces at 5.2 per cent. All remaining regions/jurisdictions recorded increases below the national average. In descending order of magnitude they were: Quebec at 2.1 per cent; the Federal jurisdiction at 2.0 percent; Atlantic Canada at 1.7 per cent and B.C. at 0.7 per cent.

On an industry basis, the largest proportion of employees was in **public administration**; this industry group contained 7 agreements providing 40,410 employees (49.2% of total number of employees) with wage increases averaging **2.2 per cent**. The largest increase was in the **services sector**; 14 agreements provided 27,760 employees with wage gains averaging **3.6 per cent**. In **manufacturing**, 6 agreements provided 4,100 employees with wage gains averaging **2.7 per cent**. In **trade**, 2 agreements provided 1,870 employees with wage gains averaging **2.3 per cent** and in **transportation** a single agreement provided 3,820 employees (Canadian Airlines) with an average annual increase of **2.1 per cent**. The lowest average wage adjustments were in **primary industries** with 2 agreements providing 4,170 employees with wage adjustments averaging **1.2 per cent**. There were no major settlements in **construction**.

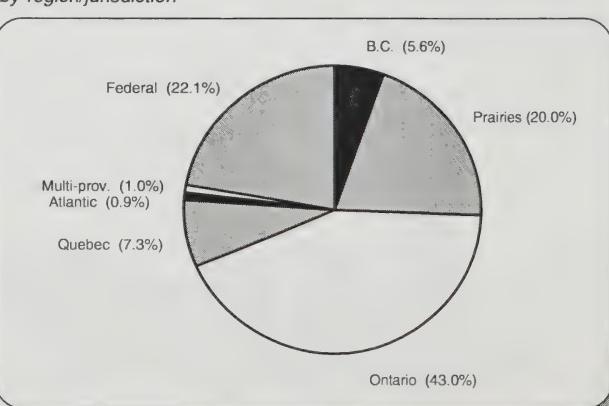
*Base rate percentage adjustments from major settlements, by industry*



*Percentage distribution of employees from major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	<u>Agreements</u>	<u>Employees</u>
Atlantic provinces	1	750
Quebec	5	6,030
Ontario	15	35,340
Prairie provinces	5	16,420
B.C.	3	4,620
Multi-province	1	800
Federal	2	18,170

## MAJOR SETTLEMENTS REACHED IN MAY

<b>Industry and Employer</b>	<b>No. of empls.</b>	<b>Average annual percentage adj.</b>	<b>First year adjustment</b>	<b>Duration (months)</b>	<b>Expiry date dd/mm/yy</b>
<b>Primary Industries (2 agreements)</b>	4,170	1.2	1.6	36	
Inco Limited, smelting and refinery employees, Sudbury and Port Colborne, Ont.	3,420	1.1*	1.5	36	31/05/03
Noranda Mining & Exploration Inc. (Brunswick Mining Division), mine employees, Gloucester County, N.B.	750	1.7*	1.7	36	28/02/03
<b>Manufacturing (6 agreements)</b>	4,100	2.7	2.7	43	
C.S. Brooks Canada Inc., production employees, Magog, Que.	740	1.9	2.5	48	15/02/04
Cadbury Chocolate Canada Inc., production employees, Toronto, Ont.	550	2.3	2.5	36	30/11/02
Denim Swift (a subsidiary of Dominion Textile Inc.), production employees, Drummondville, Que.	740	2.5	2.5	36	16/02/03
Kruger inc., plant and maintenance empls., Trois-Rivieres, Que.	550	1.9	0.0	72	30/04/04
Mackie Automotive Systems, production, Whitby, Ont.	720	3.0	3.1	36	25/05/03
TRW Canada Limited, Linkage & Suspension Division, plant and maintenance employees, St. Catharines, Ont.	800	4.3*	4.5	36	30/04/03
<b>Transportation, Communication and Other Utilities (1 agreement)</b>	3,820	2.1	3.0	46	
Canadian Airlines International Ltd., passenger agents and customer service employees, System-wide	3,820	2.1	3.0	46	27/03/04
<b>Trade-Finance (2 agreements)</b>	1,870	2.3	2.2	36	
Fining (Canada), Division of Fining International Ltd., service and maintenance employees, B.C. & Y.T.	800	1.8	1.0	36	14/04/03
Manitoba Public Insurance Corporation, office and clerical employees, province-wide, Man.	1,070	2.7*	3.0	36	21/09/02
<b>Community, Business &amp; Personal Services (14 agreements)</b>	27,760	3.6	3.3	30.2	
Board of School Trustees School District No. 68, office and clerical employees, Nanaimo, B.C.	650	0.6	0.0	42	31/12/01
Board of School Trustees of School District No. 61, office and clerical employees, Victoria, B.C.	920	1.0	0.0	24	31/12/01
Capital Health Authority (University of Alberta Hospital), non-medical employees, Edmonton, Alta.	2,000	4.0	4.0	24	31/03/02
City of Toronto, part-time service employees, Toronto, Ont.	1,600	2.5	2.0	36	31/12/01
Comité patronal de négociation secteur santé et services sociaux, health and social care professionals, province-wide, Que.	3,490	2.2	1.5	48	30/06/02
Halton District School Board, elementary teachers, Burlington, Ont.	1,430	2.5	2.5	12	31/08/01
Post-Secondary Employers' Association, support employees, province-wide, B.C.	3,050	0.7	0.0	36	31/03/01
Provincial Health Authorities of Alberta (long-term care), nursing assistants, Edmonton, Alta.	1,600	7.2	8.1	27	30/06/02

continued on next page

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**MAJOR SETTLEMENTS REACHED IN MAY**

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Provincial Health Authorities of Alberta, nursing assistants, province-wide, Alta.	6,500	8.2	8.2	24	31/03/02
Queen's University, professors & librarians, Kingston, Ont.	850	0.8	1.7	24	30/04/02
Thames Valley District School Board, educational services, London, Ont.	610	1.9	1.5	19	31/12/01
Thames Valley District School Board, occasional teachers, London, Ont.	1,120	0.1	0.0	48	31/08/02
University of Ottawa, teaching assistants, Ottawa, Ont.	1,100	2.8	0.0	63	31/08/02
York Catholic District School Board, elementary and secondary teachers, Aurora, Ont.	2,840	1.5	1.5	12	31/08/01
<b>Public Administration (7 agreements)</b>	<b>40,410</b>	<b>2.2</b>	<b>2.0</b>	<b>27.8</b>	
City of Toronto, part-time employees, Toronto, Ont.	900	2.5	2.0	36	31/12/01
City of Toronto, inside employees, Toronto, Ont.	10,000	2.5	2.0	36	31/12/01
City of Toronto, recreational employees, Toronto, Ont.	7,500	2.5	2.0	36	31/12/01
City of Winnipeg, inside & outside employees, Winnipeg, Man.	5,250	2.0*	2.0	36	25/12/02
Government of Canada, general service employees (firefighters), Canada-Wide	14,350	2.0	2.0	12	04/08/00
Montreal Urban Community, school crossing guards, Montreal, Que.	510	1.5	0.0	60	14/08/02
Ontario Property Assessment Corporation, administrative and support employees, province-wide, Ont.	1,900	2.3	2.0	36	31/12/02
<b>Agreements with COLA (5 agreements)</b>	<b>11,290</b>	<b>1.9</b>	<b>2.1</b>	<b>36.0</b>	
<b>Agreements without COLA (27 agreements)</b>	<b>70,840</b>	<b>2.8</b>	<b>2.6</b>	<b>30.0</b>	
<b>All agreements (32 agreements)</b>	<b>82,130</b>	<b>2.7</b>	<b>2.5</b>	<b>30.8</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
 (effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999				2000	Year to Date*	2000		
				1	2	3	4			Mar	Apr	May
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	1.5	1.7	2.2	1.5	2.4	2.4	2.9	2.3	2.4	2.5	2.1	2.7
Non-COLA	1.4	1.6	2.0	1.5	2.5	2.1	2.2	2.4	2.4	2.5	2.0	2.8
COLA	1.8	2.6	3.3	2.0	2.1	3.9	4.2	2.2	2.2	3.2	4.0	1.9
First Year Increase	1.1	1.4	1.9	1.2	2.1	1.9	2.9	1.9	2.0	2.2	2.0	2.5
Non-COLA	1.0	1.3	1.7	1.2	2.1	1.7	2.3	1.9	1.9	2.2	1.9	2.6
COLA	1.7	2.7	3.2	2.2	1.9	3.8	4.1	2.4	2.4	2.7	4.2	2.1
<b>Industries</b>												
Primary Industries	1.9	1.1	2.1	-	2.6	1.6	2.3	-	1.2	-	-	1.2
Manufacturing	2.3	1.4	3.3	1.6	2.3	3.3	4.3	2.4	2.6	2.8	3.4	2.7
Construction	1.6	2.4	2.0	2.5	5.3	1.4	-	3.9	3.9	-	-	-
Transp., Comm. & Util.	1.6	1.9	2.4	2.0	2.3	3.3	2.2	2.6	2.6	3.5	2.3	2.1
Trade-Finance	1.7	1.5	1.3	2.4	1.0	1.9	1.5	2.0	2.1	2.5	-	2.3
Services	1.0	1.4	1.8	0.9	2.3	2.5	2.3	2.2	2.3	2.1	2.1	3.6
Public Administration	1.3	1.8	2.2	1.7	3.1	2.2	2.2	2.5	2.3	2.6	2.0	2.2
<b>Jurisdictions</b>												
Newfoundland	1.7	1.3	1.6	1.6	1.6	2.2	-	2.4	2.4	2.4	2.3	-
Prince Edward Island	-	2.1	2.7	2.8	2.3	-	3.0	-	-	-	-	-
Nova Scotia	2.0	2.9	2.1	4.5	2.0	1.5	1.8	2.2	2.2	-	-	-
New Brunswick	0.7	1.5	2.4	-	1.6	3.6	-	1.5	1.6	2.3	-	1.7
Quebec	1.3	1.0	1.6	1.4	1.5	1.5	2.1	2.3	2.3	2.3	2.8	2.1
Ontario	1.1	1.6	2.1	1.4	1.6	3.1	3.6	2.5	2.4	3.0	2.2	2.2
Manitoba	1.1	1.4	2.5	1.5	2.8	2.1	2.3	2.5	2.2	3.0	-	2.1
Saskatchewan	0.9	1.8	2.2	2.6	1.7	3.5	1.8	2.0	2.0	-	-	-
Alberta	2.4	3.0	4.0	4.3	4.2	3.3	3.0	3.8	4.9	4.0	4.0	7.2
British Columbia	1.3	0.8	0.8	0.7	0.6	1.3	0.8	0.6	0.6	0.7	-	0.7
Multi-Province	3.0	1.7	2.8	1.8	3.4	-	-	-	1.8	-	-	1.8
Federal Jurisdiction	1.8	2.1	2.7	2.0	3.1	3.4	2.3	2.2	2.1	2.1	2.0	2.0
<b>Public Sector</b>												
Private Sector	1.1	1.6	1.9	1.3	2.4	2.4	2.1	2.3	2.3	2.5	2.0	2.8
<b>Consumer Price Index</b>												
	1.6	0.9	1.7	0.8	1.6	2.2	2.4	2.7	2.5	3.0	2.1	2.4

\*January to May data

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•STCUM (Montreal Transit)	CNTU	2,010	June 00
•Bombardier De Havilland	CAW	3,400	June 00
•Laurentian Bank	OPEIU	1,510	June 99
•Cabano Kingsway Transport	Teamsters	900	May 00
•CAE Electronics	CEP	750	June 00
•Provincial Health Authorities of Alberta	various unions	7,060	June 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	122,050	B/CO	Sept.97/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	38,640	B	(1st)
•Canadian Food Inspection Agency	PSAC & PIPS	4,330	B	Dec.99/Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	B	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	various unions	9,030	B	June 98/Dec.99
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Provincial Police	OPPA	4,840	B	Dec. 99
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	CO	Mar. 00
•Government of Manitoba	MGEU	13,520	TENT	Mar. 00
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	PMB	Oct. 98

**Private Sector**

•Air Canada	Pilots	2,100	MED	Apr. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•United Parcel Service	Teamsters	2,800	CO	Feb. 00
•Loblaw's Supermarkets	UFCW	9,400	CO	June 00
•Falconbridge	CAW	1,430	N	July 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,060	WS	Feb. 00
•Forest Industrial Relations (B.C.)	Ind. Wood & Allied Workers	22,500	TENT	June 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	MWS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Government of N.W.T.	PSAC	4,000	Mar. 00
•Pipe Line Contractors' Association	various unions	5,100	Apr. 00
•NAV CANADA	IBEW	950	Aug. 00
•Entourage Technology Solutions	CEP	1,400	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	Aug. 00

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

**For more information contact:**

Client Services at 1-800-567-6866  
or in the Ottawa-Hull region (819) 997-3117  
or  
E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)



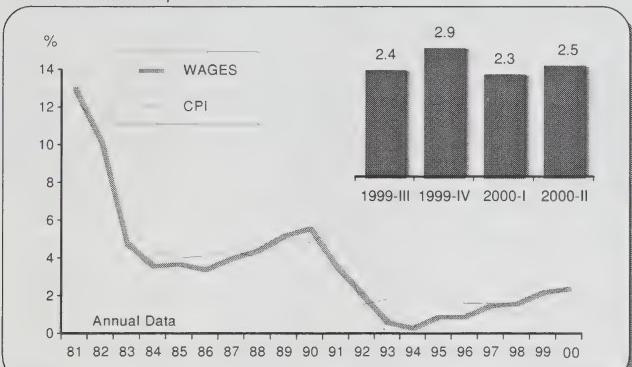


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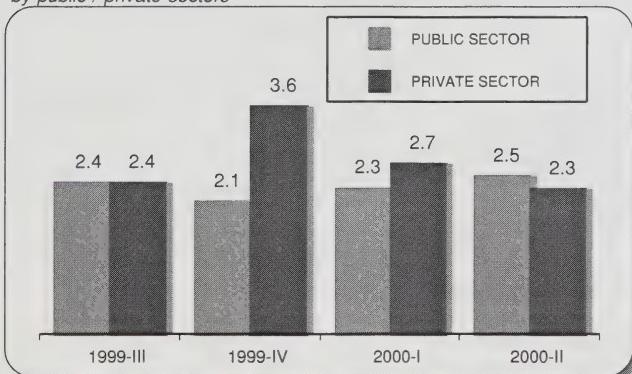
# THE WAGE SETTLEMENTS BULLETIN

August 2000  
Volume 11, Issue 8

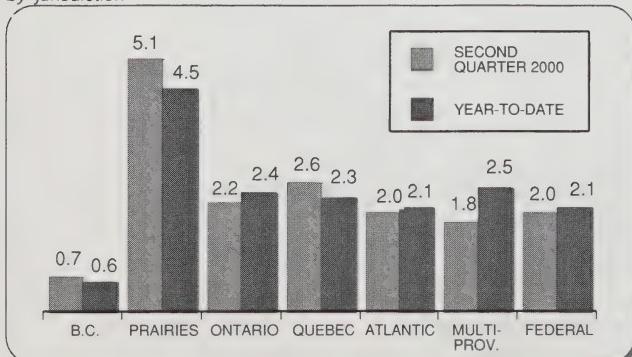
Perspective on base rate percentage adjustments from major settlements  
and the consumer price index



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments from major settlements,  
by jurisdiction



## Wage Data for the Second Quarter 2000

Major collective bargaining settlements reached in the **second quarter of the year 2000** provided base-rate wage increases averaging **2.5 per cent** annually over the contract-term. The second-quarter 2000 results are based on a review of the 76 settlements reached in the period, with a coverage of 235,420 employees.

Quarterly average wage increases have remained in the 2.0 to 2.9 per cent range since the second quarter of 1999. The average rose to a recent high of 2.9 per cent in the fourth quarter of 1999 and decreased to 2.3 per cent in the first quarter of 2000.

The second-quarter results were significantly influenced by several Federal public sector agreements providing 120,090 employees with increases averaging 2.0 per cent, and by 11 Alberta public-sector agreements covering 25,190 employees, with above-average wage gains of 5.8 per cent collectively.

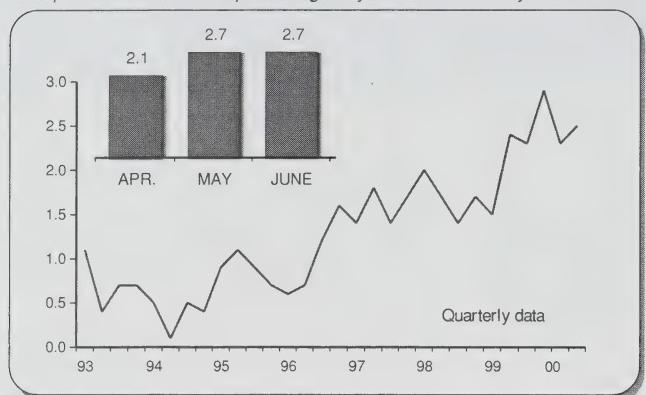
When the parties to all the second-quarter 2000 major settlements previously negotiated (with contract durations averaging 29.4 months), the resulting wage adjustments averaged 2.2 per cent, compared to the 2.5 per cent in their current round of settlements.

Employee coverage in the public sector was much larger than in the private sector. **Public-sector** wage adjustments for 203,950 employees in 51 settlements averaged **2.5 per cent**. In the **private sector**, wage increases for 31,470 employees in 25 agreements averaged **2.3 per cent**. Wage increases in public-sector settlements were slightly higher than those in the private sector. However, by excluding agreements in Alberta (with larger increases), the remaining public sector settlements in all other jurisdictions averaged wage gains of only 2.0 per cent.

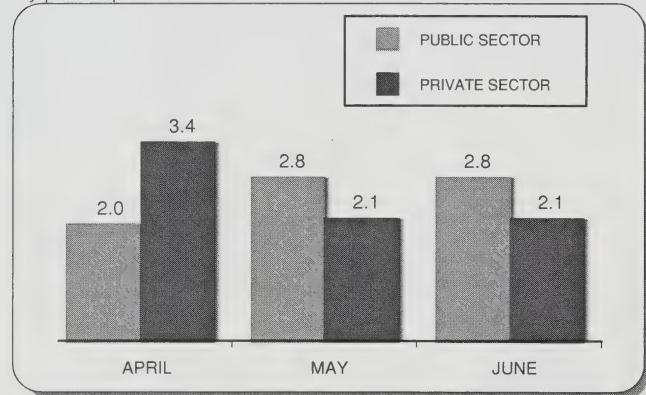
On a regional/jurisdictional basis, the largest concentration of employees was in the Federal jurisdiction (54% of total) with wage increases averaging 2.0 per cent. The largest average wage increase was in the Prairie provinces at 5.1 per cent (mostly due to settlements in Alberta at 5.8 per cent). In descending order of magnitude wage adjustments in the remaining jurisdictions were: Quebec at 2.6 per cent; Ontario at 2.2 per cent; Atlantic Canada at 2.0 per cent; a single multi-province agreement at 1.8 per cent and B.C. at 0.7 per cent.

Le Bulletin existe également en français.

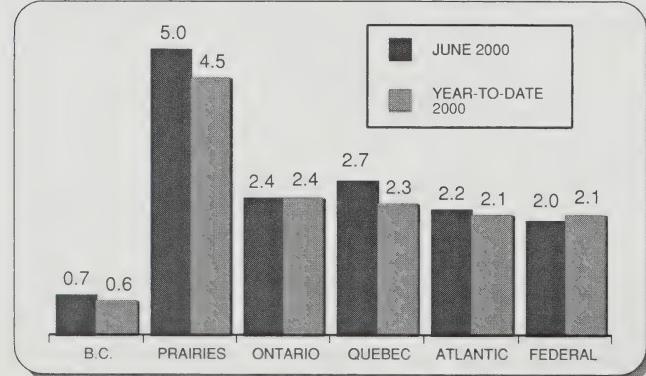
*Perspective on base rate percentage adjustments from major settlements*



*Base rate percentage adjustments from major settlements, by public / private sectors*



*Base rate percentage adjustments from major settlements, by region / jurisdiction*



**June 2000**

Base-rate wage increases from major collective bargaining settlements reached in **June 2000** averaged **2.7 per cent**, the same as the previous month's average, but up from the 2.1 per cent average for April 2000. So far in 2000, wage increases for the first six months have averaged 2.4 per cent.

The June results are based on a review of 24 settlements covering 72,330 employees. When the parties to the June, 2000 settlements previously negotiated (with contract durations averaging 41.5 months), the resulting wage adjustments averaged 2.2 per cent, compared to the 2.7 per cent in their current round of settlements.

There were 10 **private-sector** settlements with a relatively low coverage of 12,960 employees; wage increases in these settlements averaged **2.1 per cent**, the same as the previous month's average but much lower than April's increase of 3.4 per cent. **Public-sector** wage increases averaged **2.8 per cent** in June 2000, the same as the previous month's average, but higher than April's figure of 2.0 per cent. There were 14 public-sector settlements reached in June, with a coverage of 59,370 employees (82.1% of all employees covered). The larger public-sector increase is due in part to a health-sector agreement in Alberta providing 6,410 para-medical employees with wage increases averaging 6.8 per cent. There was also an agreement with the Canada Customs and Revenue Agency providing 39,080 employees with wage gains averaging 2.1 per cent.

On a regional/jurisdictional basis, the majority of employees (59.2%) covered in June's settlements were in the Federal jurisdiction (5 agreements, 42,790 employees); wage increases here averaged 2.0 per cent. The largest increases were in Alberta at 5.0 per cent (7 agreements, 14,560 employees). The smallest increase was recorded in British Columbia within a single agreement providing 600 employees with wage gains of 0.7 per cent (B.C. Institute of Technology). In Ontario, 7 agreements provided 10,510 employees with wage increases averaging 2.4 per cent, and in Quebec, 3 agreements provided 3,260 employees with wage gains of 2.7 per cent. In Prince Edward Island, a single public sector agreement provided 610 employees with wage increases averaging 2.2 per cent over three years.

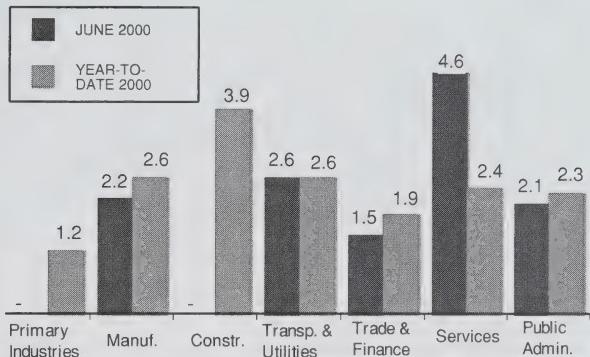
On an industry basis, the largest proportion of employees was in **public administration**; this industry group contained only 3 agreements but it provided 42,410 employees (58.6% of total number of employees) with wage increases averaging **2.1 per cent**. Employee coverage originated largely from the Canada Customs and Revenue Agency. The largest increase was in the **services sector**; 11 agreements provided 15,950 employees with wage gains averaging **4.6 per cent**. In **manufacturing**, 6 agreements provided 7,310 employees with wage gains averaging **2.2 per cent**. In **transportation**, 2 agreements provided 2,770 employees with wage gains averaging **2.6 per cent**. The lowest average wage adjustments were in the **trade and finance sector** with 2 agreements providing 3,890 employees with wage adjustments averaging **1.5 per cent**. There were no major settlements in **primary industries** and **construction**.

The majority of workers (73.6% of all employees) received wage increases in the 2.0 to 2.9 per cent range. Approximately 4.8% of employees received increases below the 2.0 per cent level and 21.6 per cent of employees received increases of 3.0 per cent or more. Wage increases in June settlements ranged from a wage freeze for 1,690 employees with the Laurentian Bank, to a high of 6.8 per cent for 6,410 employees with the Provincial Health Authorities of Alberta.

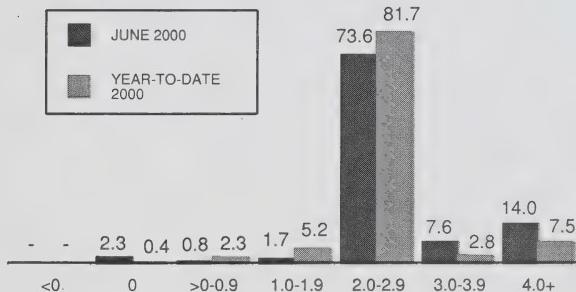
The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	<u>Agreements</u>	<u>Employees</u>
Atlantic Provinces	1	610
Quebec	3	3,260
Ontario	7	10,510
Prairie Provinces	7	14,560
B.C.	1	600
Federal	5	42,790

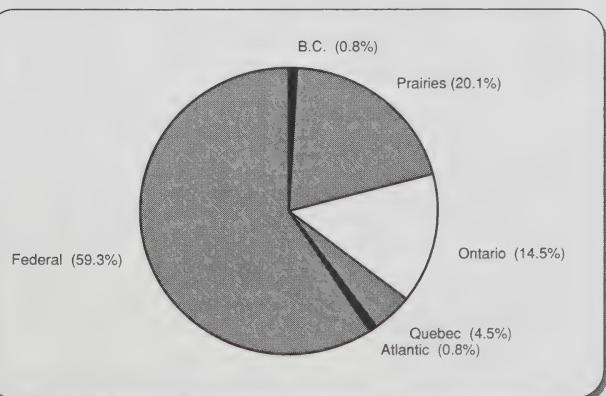
*Base rate percentage adjustments from major settlements, by industry*



*Percentage distribution of employees from major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



## MAJOR SETTLEMENTS REACHED IN JUNE

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
<b>Manufacturing (6 agreements)</b>					
Bombardier de Havilland Inc., office and clerical employees, Downsview, Ont.	600	2.1*	2.1	36	22/06/03
Bombardier de Havilland Inc., production, Downsview, Ont.	3,960	2.1*	2.1	36	22/06/03
CAE Electronics Ltd., plant and maintenance employees, St-Laurent, Que.	750	2.9	3.0	36	19/06/03
Camoplast Inc. - Division Roski, production, Roxton Falls, Que.	500	2.2	2.3	36	02/03/03
John Deere Welland Works (of John Deere Limited), plant and maintenance employees, Ont.	630	1.7*	3.2	36	30/09/04
SCI Brockville Corp., plant and maintenance employees, Brockville, Ont.	870	2.0	2.0	36	11/05/03
<b>Transportation, Communication and Other Utilities (2 agreements)</b>	<b>2,770</b>	<b>2.6</b>	<b>2.0</b>	<b>45.9</b>	
Maritime Employers Association, longshoremen, Montréal, Que.	760	2.4	2.0	72	31/12/03
Montreal Urban Community Transit Commission, mechanics, Montréal, Que.	2,010	2.7	2.0	36	09/01/03
<b>Trade-Finance (2 agreements)</b>	<b>3,890</b>	<b>1.5</b>	<b>1.1</b>	<b>35</b>	
Great Atlantic & Pacific Company of Canada, Limited (Food Basics), retail empls., Ont.	2,200	2.7	1.9	48	31/01/04
Laurentian Bank of Canada and Laurentian Trust of Canada, administrative employees, Que. & Ont..	1,690	0.0	0.0	18	30/06/01
<b>Community, Business &amp; Personal Services (11 agreements)</b>	<b>15,950</b>	<b>4.6</b>	<b>4.7</b>	<b>28.3</b>	
Atomic Energy of Canada Limited, engineers, Mississauga, Ont.	630	3.3	3.0	36	31/12/02
B.C. Institute of Technology, instructors/tutors/lecturers, Burnaby, B.C.	600	0.7	0.0	36	30/06/01
Board of Trustees of the Calgary Board of Education, building maintenance empls., Alta.	620	1.9	2.5	56	31/08/03
Capital Health Authority, non-medical employees, Edmonton, Alta.	1,940	4.0	4.0	24	31/03/02
Chinook's Edge School Division No. 73, elementary and secondary teachers, Alta.	620	3.8	3.8	12	31/08/01
Government of Prince Edward Island, office, clerical, bus drivers and bldg. maint. employees, province-wide, P.E.I.	610	2.2	2.0	36	30/06/02
Pinkerton's of Canada Limited, security guards, province-wide, Ont.	1,000	3.6	4.3	35	31/05/03
Provincial Health Authorities of Alberta, para-medical professional employees, Alta.	6,410	6.8	7.1	24	31/03/02
Red Deer Public School District No. 104, elementary and secondary teachers, Alta.	520	3.0	3.0	12	31/08/01
University of Alberta, professors, Edmonton, Alta.	1,750	4.0	4.0	24	30/06/02
University of Western Ontario, instructors/tutors/lecturers, London, Ont.	1,250	2.4	1.0	48	30/06/02
<b>Public Administration (3 agreements)</b>	<b>42,410</b>	<b>2.1</b>	<b>2.7</b>	<b>16.4</b>	
Canada Customs and Revenue Agency, administrative and support employees, Canada-wide	39,080	2.1	2.7	16	31/10/00
Canadian Food Inspection Agency, scientific and other professionals, Canada-wide	630	2.0	2.0	12	30/09/00
City of Calgary, inside employees, Calgary, Alta.	2,700	3.2	3.0	24	31/12/01
<b>Agreements with COLA (3 agreements)</b>	<b>5,190</b>	<b>2.1</b>	<b>2.2</b>	<b>36.0</b>	
<b>Agreements without COLA (21 agreements)</b>	<b>67,140</b>	<b>2.7</b>	<b>3.1</b>	<b>22.2</b>	
<b>All agreements (24 agreements)</b>	<b>72,330</b>	<b>2.7</b>	<b>3.0</b>	<b>23.2</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
 (effective average annual percentage adjustments in base rates)

	1997	1998	1998	1999			2000		2000			Year to Date *
				2	3	4	1	2	Apr	May	June	
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustments	1.5	1.7	2.2	2.4	2.4	2.9	2.3	2.5	2.1	2.7	2.7	2.4
Non-COLA	1.4	1.6	2.0	2.5	2.1	2.2	2.4	2.5	2.0	2.8	2.7	2.4
COLA	1.8	2.6	3.3	2.1	3.9	4.2	2.2	2.3	4.0	1.9	2.1	2.2
First Year Adjustment	1.1	1.4	1.9	2.1	1.9	2.9	1.9	2.5	2.0	2.6	3.0	2.1
Non-COLA	1.0	1.3	1.7	2.1	1.7	2.3	1.9	2.5	1.9	2.6	3.1	2.1
COLA	1.7	2.7	3.2	1.9	3.8	4.1	2.4	2.5	4.2	2.2	2.2	2.4
<b>Industries</b>												
Primary Industries	1.9	1.1	2.1	2.6	1.6	2.2	-	1.2	-	1.2	-	1.2
Manufacturing	2.3	1.4	3.3	2.3	3.3	4.3	2.4	2.8	3.4	3.1	2.2	2.6
Construction	1.6	2.4	2.0	5.3	1.4	-	3.9	-	-	-	-	3.9
Transp. & Communication	1.6	1.9	2.4	2.3	3.3	2.2	2.6	2.2	2.3	2.0	2.6	2.6
Trade-Finance	1.7	1.5	1.5	1.0	1.9	2.2	2.0	1.8	-	2.3	1.5	1.9
Services	1.0	1.4	1.8	2.2	2.5	2.3	2.2	3.7	2.0	3.6	4.6	2.4
Public Administration	1.3	1.8	2.2	3.1	2.2	2.2	2.5	2.1	2.0	2.2	2.1	2.3
<b>Jurisdictions</b>												
Newfoundland	1.7	1.3	1.6	1.6	2.2	-	2.4	2.3	2.3	-	-	2.4
Prince Edward Island	-	2.1	2.7	2.3	-	3.0	-	2.2	-	-	2.2	2.2
Nova Scotia	2.0	2.9	2.1	2.0	1.5	1.8	2.2	-	-	-	-	2.2
New Brunswick	0.7	1.5	2.4	1.6	3.6	-	1.5	1.7	-	1.7	-	1.6
Quebec	1.3	1.0	1.6	1.5	1.5	2.1	2.3	2.6	2.8	2.4	2.7	2.3
Ontario	1.1	1.6	2.1	1.6	3.1	3.6	2.5	2.2	2.1	2.2	2.4	2.4
Manitoba	1.1	1.4	2.5	2.8	2.1	2.3	2.5	2.2	-	2.2	-	2.3
Saskatchewan	0.9	1.8	2.2	1.7	3.5	1.8	2.0	-	-	-	-	2.0
Alberta	2.4	3.0	4.0	4.2	3.3	3.0	3.8	5.8	4.0	7.2	5.0	4.9
British Columbia	1.3	0.8	0.8	0.6	1.3	0.8	0.6	0.7	-	0.7	0.7	0.6
Multi-Province	2.8	1.5	2.2	3.4	-	-	2.6	1.8	-	1.8	-	2.5
Federal Jurisdiction	1.8	2.1	2.8	3.1	3.4	2.3	2.2	2.0	2.0	2.0	2.0	2.1
<b>Public Sector</b>	1.1	1.6	1.9	2.4	2.4	2.1	2.3	2.5	2.0	2.8	2.8	2.4
<b>Private Sector</b>	1.8	1.8	2.6	2.5	2.4	3.6	2.7	2.3	3.4	2.1	2.1	2.5
<b>Consumer Price Index</b>	1.6	0.9	1.7	1.6	2.2	2.4	2.7	2.4	2.1	2.4	2.9	2.5

\*January to June data

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•United Parcel Service	Teamsters	2,800	Aug. 00
•Loblaws Supermarkets	UFCW	15,000	July 00
•Ontario Provincial Police	OPPA	4,840	July 00
•Government of Manitoba	MGEU	12,690	July 00
•Greater Vancouver Hotel Empls' Assn.	Hotel & Restaurant Empls.	2,200	July 00
•Forest Industrial Relations (B.C.)	Ind. Wood & Allied Workers	17,000	July 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	127,090	B/CO/TENT	Sept.97/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Dec.99/Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	CO	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	various unions	9,030	B	June 98/Dec.99
•City of Toronto	Firefighters	3,000	ARB	various
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	TENT	Mar. 00
•Manitoba Hydro-Electric Board	IBEW	2,300	TENT	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	TENT	Oct. 98
<b>Private Sector</b>				
•Air Canada	Pilots	2,100	MED	Apr. 00
•Purolator Courier	Teamsters	8,000	B	Dec. 99
•Falconbridge	CAW	1,430	WS	July 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Pipe Line Contractors' Association	various unions	5,100	B	Apr. 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Government of N.W.T.	PSAC	4,000	Mar. 00
•NAV CANADA	IBEW	950	Aug. 00
•Entourage Technology Solutions	CEP	1,400	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	Aug. 00

**EXPLANATORY NOTES**

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**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

**For more information contact:**

Client Services at 1-800-567-6866  
or in the Ottawa-Hull region (819) 997-3117

or

E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)



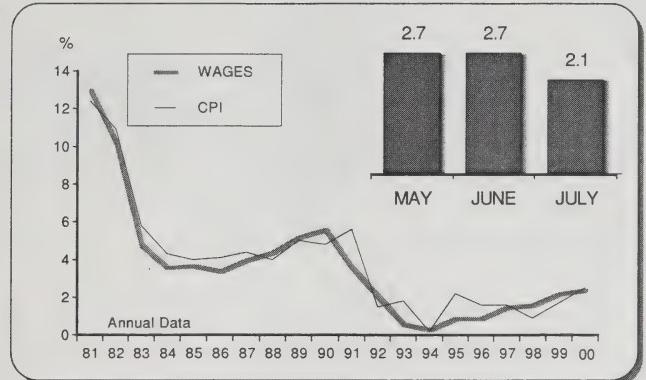
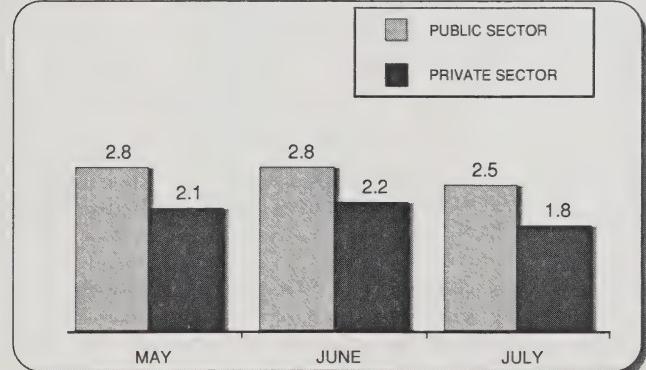
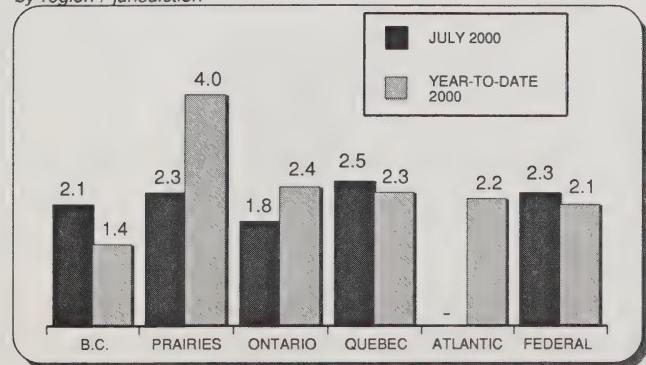
Workplace  
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or (819) 997-3117

OCT 11 2000

# THE WAGE SETTLEMENTS BULLETIN

September 2000  
Volume 11, Issue 9

Perspective on base rate percentage adjustments from major settlements

Base rate percentage adjustments from major settlements,  
by public / private sectorsBase rate percentage adjustments from major settlements,  
by region / jurisdiction

Le Bulletin existe également en français.

## Wage Data for July 2000

Major collective bargaining settlements reached in **July 2000** provided base-rate wage increases averaging **2.1 per cent** annually over the contract-term, down from the 2.7 per cent average for May and June, and down fractionally from the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to July 2000 inclusively) averaged 2.4 per cent.

The July 2000 results are based on a review of 23 settlements reached in the period, with a coverage of 63,580 employees. These results were significantly influenced by two B.C. forestry settlements providing 17,000 logging and paper mill employees with wage increases averaging 2.0 per cent, 8 Government of Manitoba agreements providing 12,690 public employees with wage gains averaging 2.3 per cent and by a Loblaws Supermarkets settlement in Ontario providing 15,000 retail employees with wage increases averaging 1.3 per cent annually over 6 years.

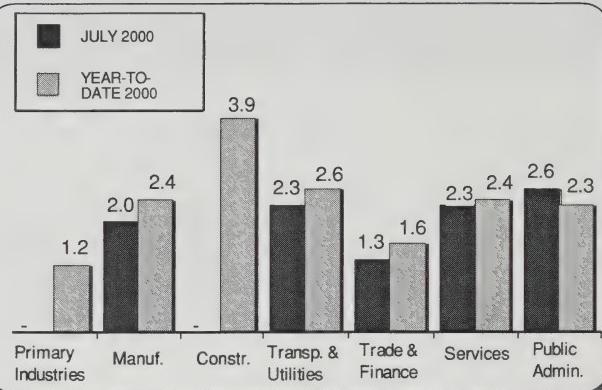
When the parties to the July 2000 settlements previously negotiated (with contract durations averaging 38.3 months), the resulting wage adjustments averaged 1.4 per cent, compared to the 2.3 per cent in their current round of settlements and a current average contract duration of 45.4 months.

**Public-sector** wage adjustments for 21,840 employees in 13 settlements averaged **2.5 per cent**, down from 2.8 per cent in the previous month, but up from the average of 1.9 per cent for 1999. The Government of Ontario OPP settlement providing 4,840 police officers with wage increases averaging 3.3 per cent exerted some upward pressure on this sector's aggregate rate. In the **private sector**, wage increases for 41,740 employees in 10 agreements averaged **1.8 per cent**, down from 2.2 per cent in the previous month, and last year's average of 2.6 per cent. The relatively low rate of the Loblaws settlement was a major factor in this moderate increase recorded for July.

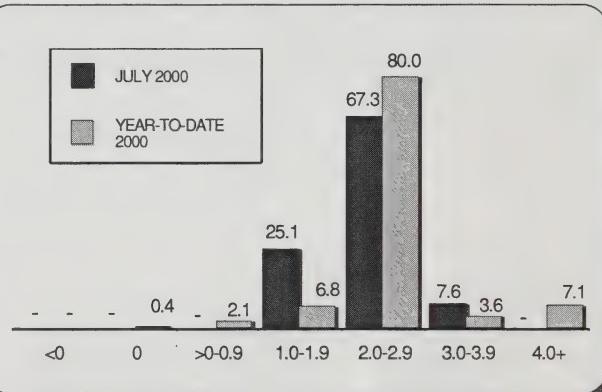
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: Quebec at 2.5 per cent; the Federal jurisdiction and the Prairie provinces at 2.3 per cent; B.C. at 2.1 per cent and Ontario at 1.8 per cent. There were no settlements in the Atlantic provinces.

On an industry basis, the largest proportion of employees was in **manufacturing, public administration and trade**. In manufacturing, 3 agreements provided 17,790 employees with wage increases averaging **2.0 per cent**. The largest increase was in **public administration**; 8 agreements provided 16,620 employees with wage gains averaging **2.6 per cent**. In **trade**, a single agreement (Loblaws) provided 15,000 employees with the smallest industry-division wage gains at **1.3 per cent**. In **transportation, communication and other utilities**, 3 agreements provided 5,000 employees with an average annual increase of **2.3 per cent**. In the **services sector**, 8 agreements provided 9,170 employees with wage increases averaging **2.3 per cent**. There were no major settlements in **primary industries** and **construction**.

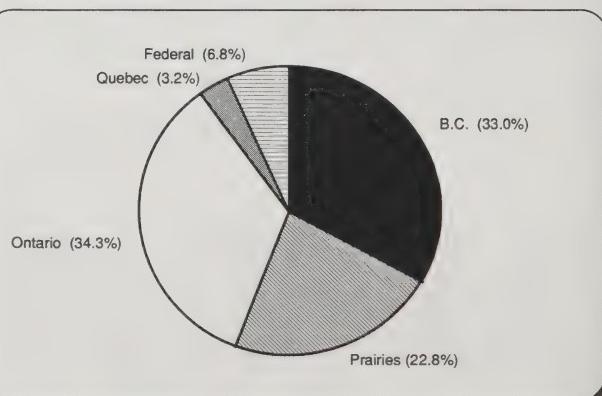
*Base rate percentage adjustments from major settlements, by industry*



*Percentage distribution of employees from major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Quebec	2	2,050
Ontario	4	21,790
Prairie provinces	10	14,490
B.C.	5	20,950
Federal	2	4,300

**MAJOR SETTLEMENTS REACHED IN JULY**

<b>Industry and Employer</b>	<b>No. of empls.</b>	<b>Average annual percentage adj.</b>	<b>First year adjustment</b>	<b>Duration (months)</b>	<b>Expiry date dd/mm/yy</b>
<b>Manufacturing (3 agreements)</b>					
Aluminerie de Bécancour inc., plant and maintenance employees, Bécancour, Que.	17,790	2.0	2.1	36.5	
Forest Industrial Relations Limited, mill employees, Coast, B.C.	790	2.9*	3.0	48.0	30/06/04
Interior Forest Labour Relations Association, mill employees, Southern Interior, B.C.	12,000	2.0	2.0	36.0	14/06/03
	5,000	2.0	2.0	36.0	30/06/03
<b>Transportation, Communication and Other Utilities (3 agreements)</b>					
Canadian Airlines International Ltd., flight attendants, System-Wide	5,000	2.3	2.5	42.8	
Union Gas Limited, service and maintenance employees, Southwestern, Ont.	2,600	2.6	3.0	49.0	30/06/04
Vidéotron Ltée, administrative services employees, Montréal, Que.	700	2.4	2.0	36.0	31/12/02
	1,700	2.0	2.0	36.0	31/12/01
<b>Trade-Finance (1 agreement)</b>					
Loblaws Supermarkets Limited, retail employees, province-wide, Ont.	15,000	1.3	2.6	72.0	
	15,000	1.3	2.6	72.0	01/07/06
<b>Community, Business &amp; Personal Services (8 agreements)</b>					
Board of Trustees Edmonton School District No. 7, custodial, Edmonton, Alta.	9,170	2.3	2.4	37.3	
Board of Trustees Edmonton School District No. 7, office and clerical employees, Edmonton, Alta.	600	2.5	2.5	24.0	31/08/02
Cara Operations Ltd., hotel or restaurant employees, Vancouver Int'l. Airport, B.C.	1,200	2.5	2.5	24.0	31/08/02
Comité patronal de négociation secteur santé et services sociaux, health service-non-professionals, province-wide, Que.	800	2.6	6.1	52.0	31/07/04
Government of Manitoba, health and social care professionals, province-wide, Man.	1,260	2.3	1.5	48.0	30/06/02
	910	2.3	2.3	36.0	21/03/03
Greater Vancouver Hotel Employer's Association, service and maintenance employees, Vancouver, B.C.	2,200	2.4	2.0	40.0	30/06/03
White Spot Limited, hotel or restaurant employees, Vancouver, B.C.	950	1.7	1.5	48.0	15/01/04
York University, office and clerical employees, Toronto, Ont.	1,250	2.0	2.0	24.0	31/07/02
<b>Public Administration (8 agreements)</b>					
Government of Manitoba (Corrections), correctional officers, province-wide, Man.	16,620	2.6	2.9	36.0	
Government of Manitoba (Physical Sciences), scientific and other professionals, province-wide, Man.	920	2.3	2.3	36.0	21/03/03
	1,370	2.3	2.3	36.0	21/03/03

continued on next page

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**MAJOR SETTLEMENTS REACHED IN JULY**

<b>Industry and Employer</b>	<b>No. of empls.</b>	<b>Average annual percentage adj.</b>	<b>First year adjustment</b>	<b>Duration (months)</b>	<b>Expiry date dd/mm/yy</b>
Government of Manitoba, administrative services employees, province-wide, Man.	1,320	2.3	2.3	36.0	21/03/03
Government of Manitoba, general tradesmen (non-construction), province-wide, Man.	2,570	2.3	2.3	36.0	21/03/03
Government of Manitoba, office and clerical employees, province-wide, Man.	2,890	2.3	2.3	36.0	21/03/03
Government of Manitoba, scientific and other professionals, province-wide, Man.	1,120	2.3	2.3	36.0	21/03/03
Government of Manitoba, social science employees, province-wide, Man.	1,590	2.3	2.3	36.0	21/03/03
Government of Ontario, police officers, province-wide, Ont.	4,840	3.3	4.2	36.0	31/12/02
Agreements with COLA (1 agreement)	790	2.9	3.0	48.0	
Agreements without COLA (22 agreements)	62,790	2.1	2.5	45.3	
All agreements (23 agreements)	63,580	2.1	2.5	45.4	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1997	1998	1999	1999			2000		Year to Date*	2000		
				2	3	4	1	2		May	June	July
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	1.5	1.7	2.2	2.4	2.3	2.9	2.3	2.5	2.2	2.7	2.7	2.1
Non-COLA	1.4	1.6	2.0	2.5	2.1	2.2	2.4	2.5	2.0	2.8	2.7	2.1
COLA	1.8	2.6	3.3	2.1	4.0	4.2	2.2	2.4	3.2	2.0	2.4	2.9
First Year Increase	1.1	1.4	1.9	2.1	1.9	2.8	1.9	2.6	1.8	2.6	3.1	2.5
Non-COLA	1.0	1.3	1.7	2.1	1.6	2.1	1.9	2.6	1.7	2.7	3.1	2.5
COLA	1.7	2.5	3.2	1.8	3.9	4.1	2.5	2.7	2.8	2.3	2.4	3.0
<b>Industries</b>												
Primary Industries	1.9	1.1	2.1	2.6	1.6	2.3	-	1.2	2.1	1.2	-	-
Manufacturing	2.3	1.4	3.3	2.3	3.4	4.3	2.5	2.9	3.2	3.1	2.4	2.0
Construction	1.6	2.4	2.0	5.3	1.4	-	3.9	-	2.0	-	-	-
Transp. & Communication	1.6	1.9	2.4	2.3	3.3	2.2	2.6	2.3	2.4	2.2	2.6	2.3
Trade-Finance	1.7	1.5	1.5	1.0	1.9	2.2	2.0	1.8	1.3	2.3	1.5	1.3
Services	1.0	1.4	1.8	2.2	2.4	2.4	2.2	3.7	1.8	3.7	4.5	2.3
Public Administration	1.3	1.8	2.2	3.1	2.2	2.2	2.5	2.1	2.2	2.2	2.1	2.6
<b>Jurisdictions</b>												
Newfoundland	1.7	1.3	1.6	1.6	2.2	-	2.4	2.3	1.6	-	-	-
Prince Edward Island	-	2.1	2.7	2.3	-	3.0	-	2.4	2.7	-	2.4	-
Nova Scotia	2.0	2.9	2.1	2.0	1.5	1.8	2.2	-	2.1	-	-	-
New Brunswick	0.7	1.5	2.4	1.6	3.6	-	1.5	2.5	2.4	2.5	-	-
Quebec	1.3	1.0	1.6	1.5	1.5	2.1	2.3	2.7	1.6	2.4	2.7	2.5
Ontario	1.1	1.6	2.1	1.6	3.2	3.7	2.5	2.3	2.0	2.2	2.5	1.8
Manitoba	1.1	1.4	2.5	2.8	2.1	2.3	2.5	2.2	2.5	2.2	-	2.3
Saskatchewan	0.9	1.8	2.1	1.7	3.1	1.8	2.0	-	2.2	-	-	-
Alberta	2.4	3.0	4.0	4.2	3.3	3.0	3.8	5.9	4.0	7.2	5.0	2.5
British Columbia	1.3	0.8	0.8	0.6	1.3	0.8	0.6	0.7	0.8	0.7	0.7	2.1
Multi-Province	2.8	1.5	2.2	3.4	-	-	2.6	1.8	2.8	1.8	-	-
Federal Jurisdiction	1.8	2.1	2.8	3.1	3.4	2.3	2.2	2.0	2.8	2.0	2.0	2.3
<b>Public Sector</b>	1.1	1.6	1.9	2.4	2.3	2.1	2.3	2.5	1.9	2.8	2.8	2.5
<b>Private Sector</b>	1.8	1.8	2.6	2.4	2.4	3.6	2.8	2.3	2.6	2.1	2.2	1.8
<b>Consumer Price Index</b>	1.6	0.9	1.7	1.6	2.2	2.4	2.7	2.4	2.6	2.4	2.9	3.0

\*January to July data

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Government of Canada	Foreign Service Officers	1,050	Aug. 00
•Liquor Control Board of Ontario	Ont. Liquor Board Empls.	4,400	Aug. 00
•Pipe Line Contractors' Association	various unions	5,100	July 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	125,600	B/CO	Aug.99/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	CO	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	Quebec Provincial Police Association	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Assn.	4,510	ARB	Dec. 98
•City of Toronto	Firefighters	3,000	ARB	various
•Manitoba Hydro-Electric Board	IBEW	2,300	CO	May 00
•Government of Saskatchewan	Sask. Teachers' Fed.	12,000	PCB	Dec. 99
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,360	TENT	Oct. 98
<b>Private Sector</b>				
•Air Canada	Pilots	2,100	TENT	Apr. 00
•CN Rail	Maintenance of way	4,000	TENT	Dec. 00
•Purolator Courier	Teamsters	8,000	MED	Dec. 99
•Falconbridge	CAW	1,430	WS	July 00
•Lakehead Terminal Elevators Assn.	Steelworkers	700	CO	Jan. 00
•Pipe Line Contractors' Association	various unions	4,300	B	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00

Status\* :

ARB arbitration  
 B bargaining  
 B/WS bargaining after work stoppage  
 CO conciliation

MED mediation  
 M/W/S mediation after work stoppage  
 PAB post-arbitration bargaining  
 PCB post-conciliation bargaining

PMB post-mediation bargaining  
 TENT tentative agreement  
 WS work stoppage

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Government of N.W.T.	PSAC	4,000	Mar. 00
•CN	various unions	33,740	Dec. 00
•CP	various unions	6,800	Dec. 00
•Entourage Technology Solutions	CEP	1,400	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	Aug. 00

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**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

**For more information contact:**

Client Services at 1-800-567-6866  
or in the Ottawa-Hull region (819) 997-3117

or

E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)



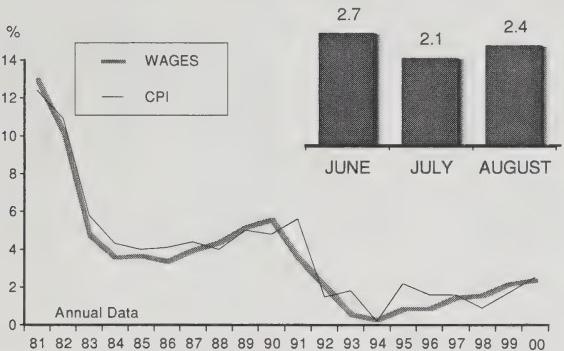


# THE WAGE SETTLEMENTS BULLETIN

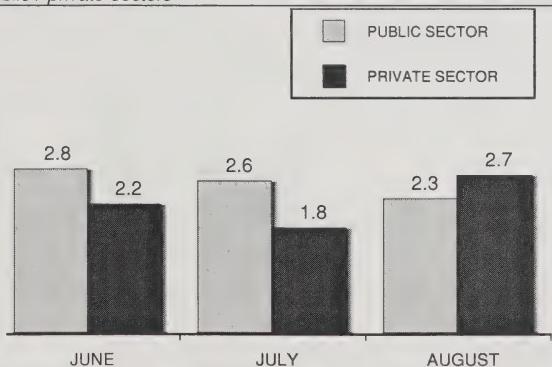
October 2000  
Volume 11, Issue 10



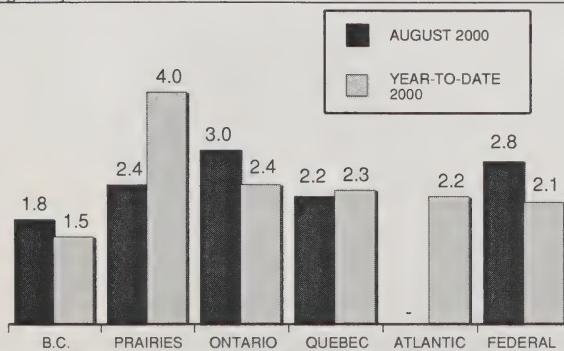
## Perspective on base rate percentage adjustments from major settlements



## Base rate percentage adjustments from major settlements, by public / private sectors



## Base rate percentage adjustments from major settlements, by region / jurisdiction



## Wage Data for August 2000

Major collective bargaining settlements reached in **August 2000** provided base-rate wage increases averaging **2.4 per cent** annually over the contract-term. This was up from the 2.1 per cent average for July, and the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to August 2000 inclusively) also averaged 2.4 per cent.

The August 2000 results are based on a review of only 11 settlements reached in the period, with a coverage of 20,720 employees. Last year, the monthly coverage on average was approximately 68,300 employees in 31 agreements.

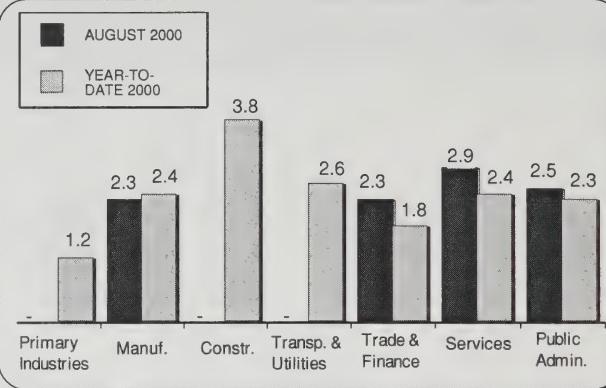
When the parties to the August 2000 settlements previously negotiated (with contract durations averaging 32 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 2.4 per cent in their current round of settlements and a current average contract duration of 39 months.

**Public-sector** wage adjustments for 13,240 employees in 6 settlements averaged **2.3 per cent**, down from 2.6 per cent in the previous month, but up from the average of 1.9 per cent for 1999. In the **private sector**, wage increases for only 7,480 employees in 5 agreements averaged **2.7 per cent**, up from 1.8 per cent in the previous month, and last year's average of 2.6 per cent.

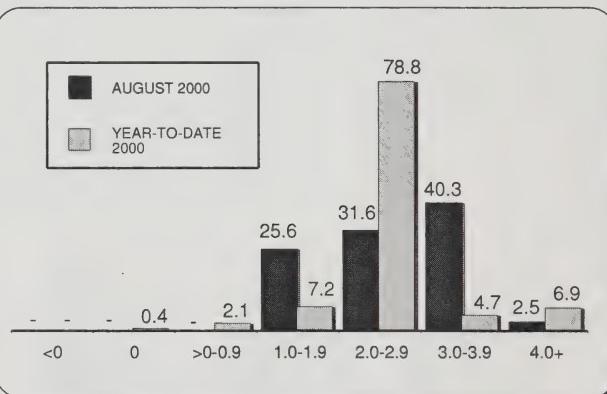
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: Ontario at 3.0 per cent (4 agreements); the Federal jurisdiction at 2.8 per cent (2 agreements); the Prairie provinces at 2.4 per cent (1 agreement); Quebec at 2.2 per cent (1 agreement); B.C. at 1.8 per cent (3 agreements). There were no settlements in the Atlantic provinces.

On an industry basis, the largest proportion of employees was in **trade and finance**, providing 10,220 employees (almost half of all employees) with wage increases averaging **2.3 per cent**. The largest increase was in the **services sector**; 2 agreements provided 3,400 employees with wage gains averaging **2.9 per cent**. In **public administration**, 3 agreements provided 2,940 employees with an average annual increase of **2.5 per cent**. In **manufacturing**, 3 agreements provided 4,160 employees with wage increases averaging **2.3 per cent**. There were no major settlements in **primary industries, construction and transportation, communication and utilities**.

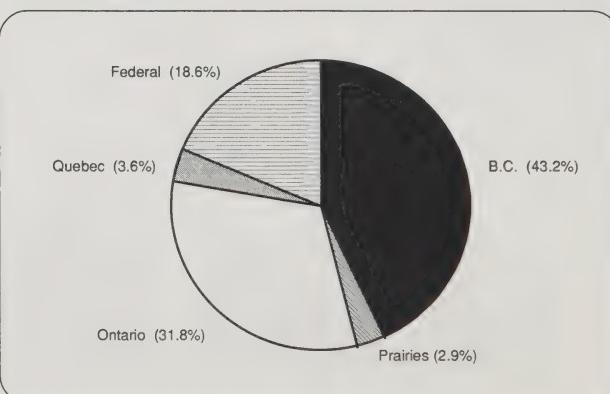
*Base rate percentage adjustments from major settlements, by industry*



*Percentage distribution of employees from major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Quebec	1	740
Ontario	4	6,580
Prairie provinces	1	600
B.C.	3	8,950
Federal	2	3,850

## MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
<b>Manufacturing (3 agreements)</b>	<b>4,160</b>	<b>2.3</b>	<b>2.4</b>	<b>38.8</b>	
Conifer (Council on Northern Interior Forest Employment Relations), mill employees, Northern Interior, B.C.	2,500	2.0	2.0	36	30/06/03
Lake Erie Steel Co. Ltd. (Division of Stelco Inc.), production, Nanticoke, Ont.	980	2.5*	2.9	48	31/07/04
MTD Products Limited, production, Kitchener, Ont.	680	2.9	3.4	36	14/09/03
<b>Trade-Finance (3 agreements)</b>	<b>10,220</b>	<b>2.3</b>	<b>1.5</b>	<b>37.1</b>	
Insurance Corporation of British Columbia, service and maintenance employees, province-wide, B.C.	5,300	1.5	0.0	48	30/06/03
Liquor Control Board of Ontario, office and clerical employees, province-wide, Ont.	4,400	3.0	3.0	24	31/03/02
Zellers Inc., warehouse employees, Toronto, Ont.	520	4.0	4.5	36	31/05/03
<b>Community, Business &amp; Personal Services (2 agreements)</b>	<b>3,400</b>	<b>2.9</b>	<b>2.7</b>	<b>52.1</b>	
Regional Health Authorities of Manitoba, health and social care professionals, province-wide, Man.	600	2.4	3.0	48	31/03/03
United Parcel Service Canada Ltd., truck drivers, Canada-Wide	2,800	3.0*	2.7	53	31/07/04
<b>Public Administration (3 agreements)</b>	<b>2,940</b>	<b>2.5</b>	<b>2.4</b>	<b>31.7</b>	
City of Quebec, office and clerical employees, Québec, Que.	740	2.2	2.0	36	31/12/02
Government of Canada, foreign service officers, Canada and abroad	1,050	2.3	2.0	24	30/06/01
Vancouver Police Board, police officers, Vancouver, B.C.	1,150	3.0	3.0	36	31/12/02
<b>Agreements with COLA (2 agreements)</b>	<b>3,780</b>	<b>2.9</b>	<b>2.7</b>	<b>51.7</b>	
<b>Agreements without COLA (9 agreements)</b>	<b>16,940</b>	<b>2.3</b>	<b>1.9</b>	<b>36.3</b>	
<b>All agreements (11 agreements)</b>	<b>20,720</b>	<b>2.4</b>	<b>2.0</b>	<b>39.1</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS**  
 (effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999			2000		Year to Date *	2000		
				2	3	4	1	2		Jun	Jul	Aug
<b>All Industries/Jurisdictions</b>												
Average Annual Adjustment	1.5	1.7	2.2	2.4	2.3	2.9	2.4	2.5	2.4	2.7	2.1	2.4
Non-COLA	1.4	1.6	2.0	2.5	2.1	2.2	2.4	2.5	2.4	2.7	2.1	2.3
COLA	1.8	2.6	3.3	2.1	4.0	4.2	2.2	2.4	2.3	2.4	2.4	2.9
First Year Increase	1.1	1.4	1.9	2.1	1.9	2.8	2.0	2.6	2.2	3.1	2.5	2.0
Non-COLA	1.0	1.4	1.7	2.1	1.6	2.1	1.9	2.6	2.1	3.1	2.5	1.9
COLA	1.7	2.5	3.2	1.8	3.9	4.1	2.5	2.7	2.5	2.4	2.3	2.7
<b>Industries</b>												
Primary Industries	1.9	1.1	2.1	2.6	1.6	2.3	-	1.2	1.2	-	-	-
Manufacturing	2.3	1.4	3.3	2.3	3.4	4.3	2.5	2.9	2.4	2.4	2.0	2.3
Construction	1.6	2.4	2.0	5.3	1.4	-	3.9	-	3.8	-	2.7	-
Transp. & Communication	1.6	1.9	2.4	2.3	3.3	2.2	2.6	2.3	2.6	2.6	2.4	-
Trade-Finance	1.7	1.5	1.5	1.0	1.9	2.2	2.0	1.8	1.8	1.5	1.3	2.3
Services	1.0	1.4	1.8	2.2	2.4	2.3	2.2	3.7	2.4	4.5	2.4	2.9
Public Administration	1.3	1.8	2.2	3.1	2.2	2.2	2.5	2.1	2.3	2.1	2.6	2.5
<b>Jurisdictions</b>												
Newfoundland	1.7	1.3	1.6	1.6	2.2	-	2.4	2.3	2.4	-	-	-
Prince Edward Island	-	2.1	2.7	2.3	-	3.0	-	2.4	2.4	2.4	-	-
Nova Scotia	2.0	2.9	2.1	2.0	1.5	1.8	2.2	-	2.2	-	-	-
New Brunswick	0.7	1.5	2.4	1.6	3.6	-	1.5	2.5	2.0	-	-	-
Quebec	1.3	1.0	1.6	1.5	1.5	2.1	2.3	2.7	2.3	2.7	2.5	2.2
Ontario	1.1	1.6	2.1	1.6	3.1	3.6	2.5	2.3	2.4	2.5	1.8	3.0
Manitoba	1.1	1.4	2.5	2.8	2.1	2.3	2.5	2.2	2.4	-	2.4	2.4
Saskatchewan	0.9	1.8	2.1	1.7	3.1	1.8	2.0	-	2.0	-	-	-
Alberta	2.4	3.0	4.0	4.2	3.3	3.0	3.8	5.9	4.8	-	-	-
British Columbia	1.3	0.8	0.8	0.6	1.3	0.8	0.6	0.7	1.5	0.7	2.1	1.8
Multi-Province	2.8	1.5	2.2	3.4	-	-	2.6	1.8	2.5	-	2.7	-
Federal Jurisdiction	1.8	2.1	2.8	3.1	3.4	2.3	2.2	2.0	2.1	2.0	2.4	2.8
<b>Public Sector</b>												
Private Sector	1.1	1.6	1.9	2.4	2.3	2.1	2.3	2.5	2.4	2.8	2.6	2.3
Consumer Price Index	1.6	0.9	1.7	1.6	2.2	2.4	2.7	2.4	2.6	2.9	3.0	2.5

\*January to August data

Data for the current month are preliminary.

\*Erratum: the year-to-date data in the previous issue of the Bulletin (January to July data in the September issue) were mistakenly not for that specified time period. All the data in the other columns were correct.

## MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	IBEW	1,190	sept. 00
•Air Canada	pilots	2,120	oct. 00
•Purolator Courier	Teamsters	8,000	sept. 00
•Lakehead Terminal Elevators Assn.	Steelworkers	300	sept. 00
•Government of Saskatchewan	Teachers	12,150	oct. 00
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers	4,400	sept. 00

## CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	124,410	B/CO	Nov.99/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	48,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	TENT	June 00
•Sydney Steel	Steelworkers	600	B	Oct. 99
•Government of Quebec	Quebec Provincial Police Association	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Assn.	4,510	ARB	Dec. 98
•City of Toronto	Firefighters	3,000	ARB	various
•Manitoba Hydro-Electric Board	IBEW	2,300	TENT	May 00
•Government of N.W.T.	PSAC	4,000	B	Mar. 00
<b>Private Sector</b>				
•CN Rail	various unions	14,500	TENT/B	Dec. 00
•CP Rail	various unions	6,800	TENT	Dec. 00
•Falconbridge	CAW	1,430	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Entourage Technology Solutions	CEP	1,400	B	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status\* :

ARB arbitration	MED mediation	PMB post-mediation bargaining
B bargaining	M/W/S mediation after work stoppage	TENT tentative agreement
B/W/S bargaining after work stoppage	PAB post-arbitration bargaining	WS work stoppage
CO conciliation	PCB post-conciliation bargaining	

### UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Alcan (Jonquiere & Shawinigan)	various unions	2,950	Dec. 00
•TELUS	IBEW	6,000	Dec. 00
•B.C. Tel	TWU	10,300	Dec. 00
•VIA	various unions	2,530	Dec. 00

### EXPLANATORY NOTES

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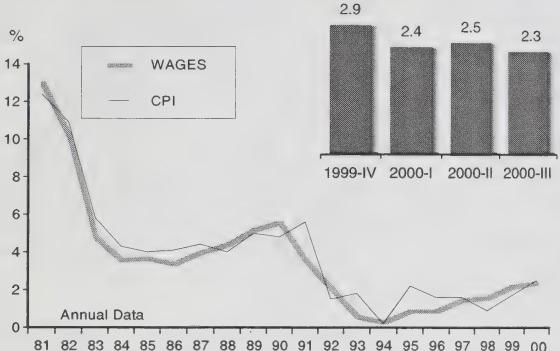
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# THE WAGE SETTLEMENTS BULLETIN

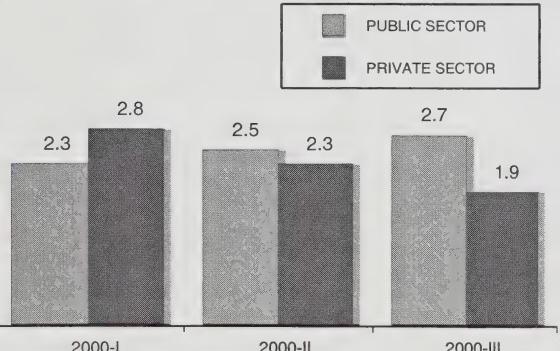
November 2000  
Volume 11, Issue 11



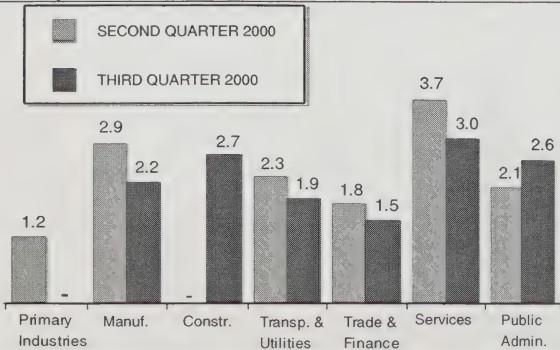
## Perspective on base rate percentage adjustments from major settlements



## Base rate percentage adjustments from major settlements, by public / private sectors



## Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

## Wage Data for Third Quarter 2000

Major collective bargaining settlements reached in the **third quarter of the year 2000** provided base-rate wage increases averaging 2.3 per cent annually over the contract-term. Quarterly average wage increases have remained in the 2.3 to 2.9 per cent range since the second quarter of 1999.

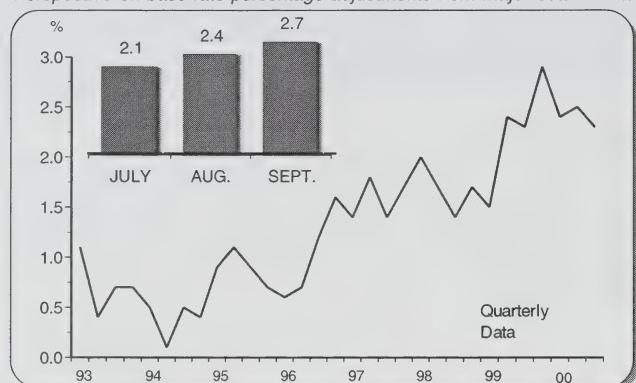
The third-quarter 2000 results are based on a review of the 57 settlements reached in the period, with a coverage of only 130,940 employees. When the parties to the third-quarter 2000 settlements previously negotiated (with contract durations averaging 36.9 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 2.3 per cent in their current round of settlements.

The third-quarter results were influenced by several large sets of settlements including 8 Government of Manitoba agreements providing 12,690 public sector employees with wage gains of 2.3 per cent, 3 B.C. forestry settlements providing 19,500 employees with wage increases of 2.0 per cent and a settlement between Loblaw's Supermarkets in Ontario and 15,000 retail employees receiving an average annual wage increase of 1.3 per cent.

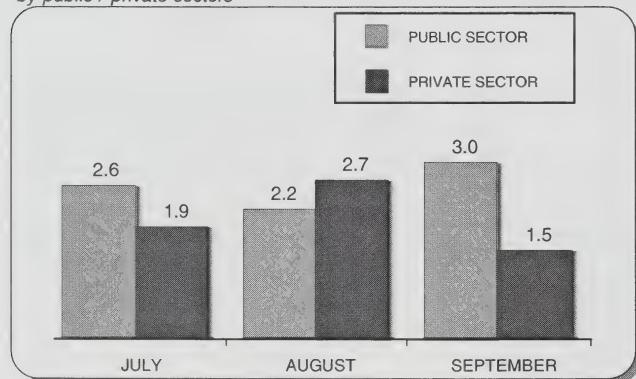
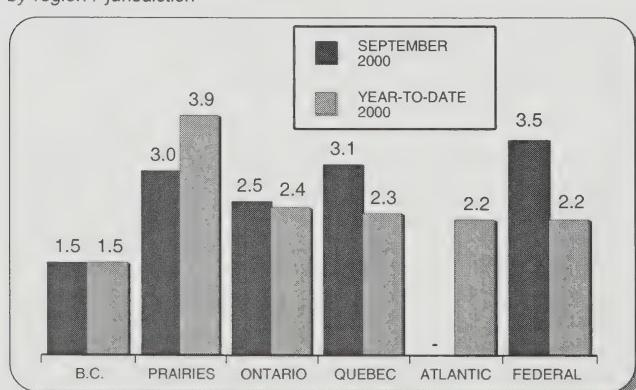
**Public-sector** wage adjustments for 71,070 employees in 37 settlements averaged **2.7 per cent**. In the **private sector**, wage increases for 59,870 employees in 20 agreements averaged **1.9 per cent**. Wage increases in private sector settlements were lower than those in the public sector. The public sector is comprised of a large education-sector component with wage increases averaging 3.1 per cent. The Loblaw's settlement mentioned above had a large impact on restraining the private sector figure.

On an industry basis the largest increases were in the **services sector**. Twenty-two agreements provided 39,560 employees with wage increases averaging **3.0 per cent**. Twelve of these agreements covering 19,340 employees are education-sector settlements mostly in Ontario and Alberta (3.1 per cent average increase). In **construction**, 2 agreements provided 1,300 employees with wage increases averaging **2.7 per cent**. In **public administration**, 15 agreements provided 23,360 employees with wage gains averaging **2.6 per cent**. The remaining industry divisions had wage increases below the quarterly average. In

continued on page 5

*Perspective on base rate percentage adjustments from major settlements***Wage Data for September 2000**

Major collective bargaining settlements reached in **September 2000** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term. This was up from the 2.4 per cent average for August, and the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to September 2000 inclusively) also averaged 2.4 per cent.

*Base rate percentage adjustments from major settlements, by public / private sectors**Base rate percentage adjustments from major settlements, by region / jurisdiction*

The September 2000 results are based on a review of only 18 settlements reached in the period, with a coverage of 42,480 employees. Last year, the monthly coverage on average was approximately 68,300 employees in 31 agreements.

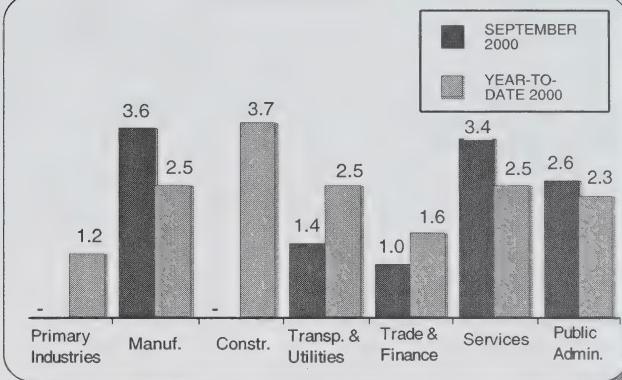
When the parties to the September 2000 settlements previously negotiated (with contract durations averaging 37 months), the resulting wage adjustments averaged 1.7 percent, compared to the 2.7 per cent in their current round of settlements and a current average contract duration of 39 months.

**Public-sector** wage adjustments for 33,130 employees in 15 settlements averaged **3.0 per cent**, up from 2.2 per cent in the previous month, and from the average of 1.9 per cent for 1999. In the **private sector**, wage increases for only 9,350 employees in 3 agreements averaged **1.5 per cent**, down from 2.7 per cent in the previous month, and last year's average of 2.6 per cent. The Zehrs Markets settlement (1.0 per cent increase) covering 7,600 retail employees comprised 81% of total private sector employee coverage in September.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Federal jurisdiction at 3.5 percent (2 agreements); Quebec at 3.1 per cent (3 agreements); the Prairie provinces at 3.0 per cent (3 agreements); Ontario at 2.5 per cent (7 agreements); and B.C. at 1.5 per cent (3 agreements). There were no settlements in the Atlantic provinces.

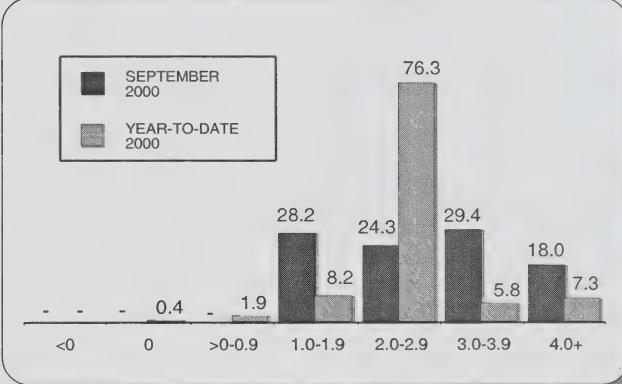
*Base rate percentage adjustments from major settlements,  
by industry*

On an industry basis, the largest proportion of employees was in the **services sector**, providing 24,130 employees (over half of all employees) with wage increases averaging **3.4 per cent**. The largest average wage increase was in **manufacturing**; 2 agreements provided 1,750 employees with wage gains averaging **3.6 per cent**. In **public administration**, 4 agreements provided 3,800 employees with an average annual increase of **2.6 per cent**. In **transportation, communication and utilities**, 2 agreements provided 5,200 employees with wage increases averaging **1.4 per cent**. In **trade and finance**, a single agreement provided 7,600 employees with wage increases averaging **1.0 per cent** (Zehrs Markets). There were no major settlements in **primary industries** and **construction**.



*Percentage distribution of employees from major settlements,  
by size of base rate adjustments*

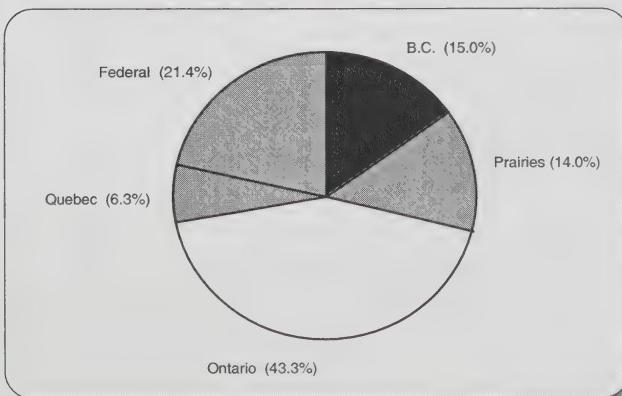
The majority of employees received wage increases in the 1.0 to 3.9 per cent range (82% of all employees). Of these, 28.2% of employees received increases of 1.0-1.9%, 24.3% of employees were at the 2.0-2.9 per cent range and 29.4 per cent at 3.0-3.9 per cent. Approximately 18% of employees received wage increases of 4.0 per cent and over. Average annual wage increases in September settlements ranged from a low of 0.8 per cent for 4,400 employees with the B.C. Ferry Corporation, to a high of 5.0 per cent for 1,490 secondary school personnel with the Waterloo District School Board.



*Percentage distribution of employees in major settlements,  
by region/jurisdiction*

The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	<u>Agreements</u>	<u>Employees</u>
Quebec	3	2,690
Ontario	7	18,380
Prairie provinces	3	5,950
B.C.	3	6,360
Federal	2	9,100



**MAJOR SETTLEMENTS REACHED IN SEPTEMBER**

<b>Industry and Employer</b>	<b>No. of empls.</b>	<b>Average annual percentage adj.</b>	<b>First year adjustment</b>	<b>Duration (months)</b>	<b>Expiry date dd/mm/yy</b>
<b>Manufacturing (2 agreements)</b>	<b>1,750</b>	<b>3.6</b>	<b>3.5</b>	<b>36</b>	
Prevost Car inc., plant and maintenance employees, Ste-Claire, Que.	1,200	4.3*	4.2	36	30/06/03
Weldwood of Canada Limited, Cariboo Division, mill employees, Quesnel, B.C.	550	2.0	2.0	36	30/06/03
<b>Transportation, Communication and Other Utilities (2 agreements)</b>	<b>5,200</b>	<b>1.4</b>	<b>0.4</b>	<b>56.3</b>	
British Columbia Ferry Corporation, licensed personnel, Coast, B.C.	4,400	1.2*	0.0	60	31/10/03
Manitoba Hydro, office and clerical employees, prov.-wide, Man.	800	2.4	2.7	36	26/03/03
<b>Trade-Finance (1 agreement)</b>	<b>7,600</b>	<b>1.0</b>	<b>0.0</b>	<b>72</b>	
Zehrs Markets, Division of Zehrmart Limited, retail employees, province-wide, Ont.	7,600	1.0*	0.0	72	01/07/06
<b>Community, Business &amp; Personal Services (9 agreements)</b>	<b>24,130</b>	<b>3.4</b>	<b>3.4</b>	<b>25.9</b>	
Board of Trustees of Edmonton School District No. 7, elementary and secondary teachers, Edmonton, Alta.	4,510	3.2	3.2	12	31/08/01
Board of Trustees of the Edmonton Catholic Reg. Div. No 40, office and clerical employees, Edmonton, Alta.	640	2.6	3.5	16	31/12/01
Durham District School Board, elementary teachers, Whitby, Ont.	2,530	2.0	2.0	12	31/08/01
National Research Council of Canada, scientific and other professionals, Canada-Wide	1,100	2.3	2.0	24	19/07/02
Purolator Courier Limited, couriers, Canada-Wide	8,000	3.6	3.8	48	31/12/03
Thames Valley District School Board, elementary teachers, London, Ont.	3,200	4.0	4.0	12	31/08/01
Thames Valley District School Board, secondary teachers, London, Ont.	1,760	4.0	4.0	12	31/08/01
University of Quebec at Montreal, professors, Montreal, Que.	900	2.2	1.5	48	31/05/03
Waterloo Region District School Board, secondary teachers, Kitchener, Ont.	1,490	5.0	5.0	12	31/08/01
<b>Public Administration (4 agreements)</b>	<b>3,800</b>	<b>2.6</b>	<b>2.3</b>	<b>36</b>	
City of Burnaby, inside employees, Burnaby, B.C.	1,410	2.3	2.0	36	31/12/02
City of Quebec, outside employees, Quebec, Que.	590	2.2	1.8	36	31/12/02
Regional Municipality of Peel Police Services Board, inside employees, Brampton, Ont.	500	2.9	2.7	36	31/12/02
Regional Municipality of Peel Police Services Board, police officers, Brampton, Ont.	1,300	2.9	2.7	36	31/12/02
<b>Agreements with COLA (3 agreements)</b>	<b>13,200</b>	<b>1.3</b>	<b>0.4</b>	<b>64.7</b>	
<b>Agreements without COLA (15 agreements)</b>	<b>29,280</b>	<b>3.2</b>	<b>3.2</b>	<b>27.7</b>	
<b>All agreements (18 agreements)</b>	<b>42,480</b>	<b>2.7</b>	<b>2.4</b>	<b>39.2</b>	

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
**(effective average annual percentage adjustments in base rates)**

	1997	1998	1999	1999			2000			2000			Year to Date*
				3	4		1	2	3	Jul	Aug	Sept	
<b>All Industries/Jurisdictions</b>													
Average Annual Adjustment	1.5	1.7	2.2	2.3	2.9	2.4	2.5	2.3	2.1	2.4	2.7	2.4	2.4
Non-COLA	1.4	1.6	2.0	2.1	2.2	2.4	2.5	2.4	2.1	2.3	3.2	2.4	2.4
COLA	1.8	2.6	3.3	4.0	4.2	2.2	2.4	1.8	2.4	2.9	1.3	2.2	2.2
First Year Increase	1.1	1.4	1.9	1.9	2.8	1.9	2.6	2.4	2.5	2.0	2.4	2.2	2.2
Non-COLA	1.0	1.4	1.7	1.6	2.1	1.9	2.6	2.6	2.5	1.9	3.2	2.2	2.2
COLA	1.7	2.5	3.2	3.9	4.1	2.5	2.7	1.0	1.7	2.7	0.4	2.2	2.2
<b>Industries</b>													
Primary Industries	1.9	1.1	2.1	1.6	2.3	-	1.2	-	-	-	-	-	1.2
Manufacturing	2.3	1.4	3.3	3.4	4.3	2.5	2.9	2.2	2.0	2.3	3.6	2.5	2.5
Construction	1.6	2.4	2.0	1.4	-	3.9	-	2.7	2.7	-	-	-	3.7
Transp. & Communication	1.6	1.9	2.4	3.3	2.2	2.6	2.3	1.9	2.4	-	1.4	2.5	2.5
Trade-Finance	1.7	1.6	1.5	1.9	2.2	2.0	1.8	1.5	1.3	2.3	1.0	1.6	1.6
Services	1.0	1.4	1.8	2.4	2.3	2.2	3.7	3.0	2.4	2.7	3.4	2.5	2.5
Public Administration	1.3	1.8	2.2	2.2	2.2	2.5	2.1	2.6	2.6	2.5	2.6	2.3	2.3
<b>Jurisdictions</b>													
Newfoundland	1.7	1.3	1.6	2.2	-	2.4	2.3	-	-	-	-	-	2.4
Prince Edward Island	-	2.1	2.7	-	3.0	-	2.4	-	-	-	-	-	2.4
Nova Scotia	2.0	2.9	2.1	1.5	1.8	2.2	-	-	-	-	-	-	2.2
New Brunswick	0.7	1.5	2.4	3.6	-	1.5	2.5	2.6	2.6	-	-	-	2.1
Quebec	1.3	1.0	1.6	1.5	2.1	2.3	2.7	2.8	2.5	2.2	3.1	2.3	2.3
Ontario	1.1	1.6	2.1	3.1	3.6	2.5	2.3	2.2	1.8	2.8	2.5	2.4	2.4
Manitoba	1.1	1.4	2.5	2.1	2.3	2.5	2.2	2.4	2.4	2.4	2.4	2.4	2.4
Saskatchewan	0.9	1.8	2.1	3.1	1.8	2.0	-	-	-	-	-	-	2.0
Alberta	2.4	3.0	4.0	3.3	3.0	3.8	5.9	3.0	2.5	-	3.1	4.7	4.7
British Columbia	1.3	0.8	0.8	1.3	0.8	0.6	0.7	1.9	2.1	1.8	1.5	1.5	1.5
Multi-Province	2.8	1.5	2.2	-	-	2.6	1.8	2.7	2.7	-	-	-	2.5
Federal Jurisdiction	1.8	2.1	2.8	3.4	2.3	2.2	2.0	3.0	2.4	2.8	3.5	2.2	2.2
<b>Public Sector</b>	1.1	1.6	1.9	2.3	2.1	2.3	2.5	2.7	2.6	2.2	3.0	2.4	2.4
<b>Private Sector</b>	1.8	1.8	2.6	2.4	3.6	2.8	2.3	1.9	1.9	2.7	1.5	2.3	2.3
<b>Consumer Price Index</b>	1.6	0.9	1.7	2.2	2.4	2.7	2.4	2.7	3.0	2.5	2.7	2.6	2.6

\*January to September data

Data for the current month are preliminary.

cont'd from page 1

**manufacturing**, 8 agreements provided 23,700 employees with wage increases averaging **2.2 per cent** and in **transportation, communication and other utilities**, 5 agreements provided 10,200 employees with wage increases

averaging **1.9 per cent**. The smallest average increase was recorded in the **trade and finance sector** with 5 agreements providing 32,820 employees with wage adjustments averaging **1.5 per cent**.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Government of Canada	PIPS	6,020	Oct. 00
•CN	BMWE	3,510	Oct. 00
•Canada Customs and Revenue Agency	PIPS	6,000	Oct. 00
•Manitoba Hydro-Electric Board	IBEW	2,300	Nov. 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	119,160	B/CO	Nov.99/Sept.00
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•VIA	various unions	2,530	B	Dec. 00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Government of New Brunswick	Nurses Union	5,200	TENT	June 00
•Sydney Steel	Steelworkers	175	TENT	Oct. 99
•Government of Quebec	Quebec Provincial Police Association	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Assn.	4,510	TENT	Dec. 98
•City of Toronto	Firefighters	3,000	ARB	various
•Government of N.W.T.	PSAC	4,000	B	Mar. 00
<b>Private Sector</b>				
•CN Rail	various unions	10,910	B	Dec. 00
•CP Rail	various unions	6,800	B	Dec. 00
•Falconbridge	CAW	1,430	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Entourage Technology Solutions	CEP	1,400	TENT	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•TELUS	IBEW	14,800	B	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

## UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Alcan (Jonquiere & Shawinigan)	various unions	2,950	Dec. 00
•Government of Saskatchewan	SGEU	9,500	Sept. 00
•B.C. Tel	TWU	10,300	Dec. 00

## EXPLANATORY NOTES

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

### For more information contact:

Client Services at 1-800-567-6866  
 or in the Ottawa-Hull region (819) 997-3117  
 or  
 E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)



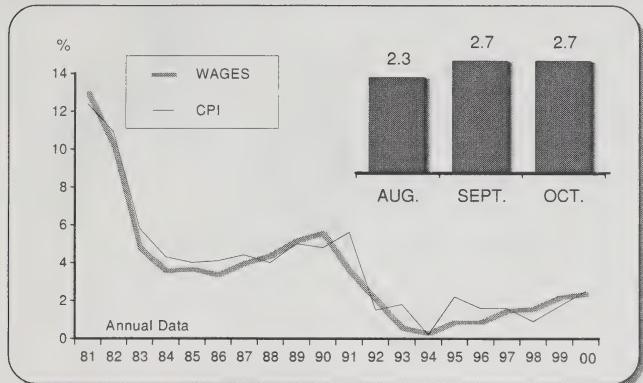


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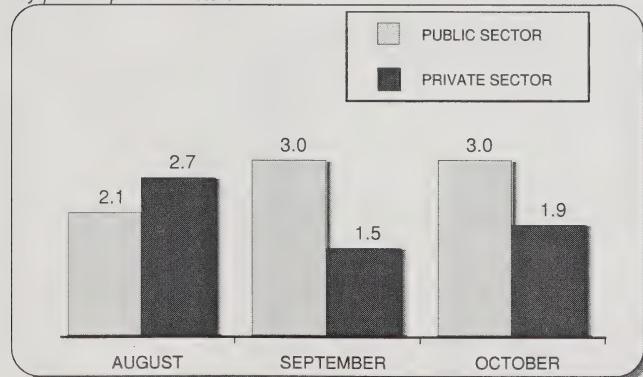
# THE WAGE SETTLEMENTS BULLETIN

December 2000  
Volume 11, Issue 12

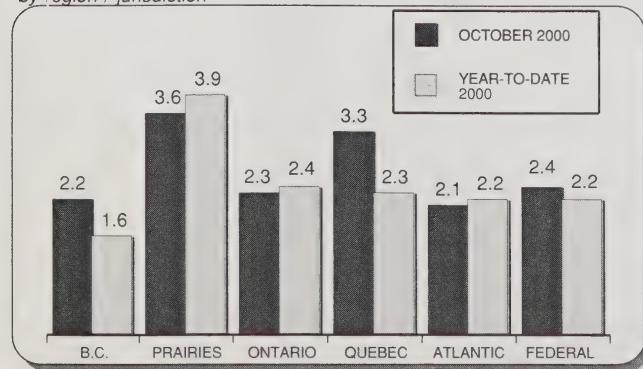
## Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,  
by public / private sectors



Base rate percentage adjustments from major settlements,  
by region / jurisdiction



## Wage Data for October 2000

Major collective bargaining settlements reached in **October 2000** provided base-rate wage increases averaging **2.7 per cent** annually over the contract-term, the same as in the previous month but above the 2.2 per cent average for 1999 as a whole. Base-rate wage increases for settlements reached this year to date (January to October 2000 inclusively) averaged 2.4 per cent.

The October 2000 results are based on a review of the 23 settlements reached in the period, with a coverage of 52,800 employees. When the parties to the October 2000 settlements previously negotiated (with contract durations averaging 34 months), the resulting wage adjustments averaged 2.0 per cent, compared to the 2.7 per cent in their current round of settlements.

Wage increases in private sector settlements were lower than those in the public sector. **Private-sector** wage adjustments for 14,080 employees in 6 settlements averaged **1.9 per cent**. Wage increases in this sector ranged from a low of 1.0 per cent for 3,000 retail employees with Zehrs Markets in Ontario to a high of 2.5 per cent for 4,710 customer service employees with Air Canada. The CN Rail settlement (3,510 employees) at 2.0 per cent, also had an impact on the private sector figure. In the **public sector**, wage increases for 38,720 employees in 17 agreements averaged **3.0 per cent**. Wage increases in this sector ranged from a wage freeze for 900 supply teachers with the Ottawa Carleton District School Board to 5.0 per cent for 2,130 elementary school teachers with the Waterloo Region District School Board.

On a regional/jurisdictional basis, the largest concentration of employees was in the **Federal jurisdiction**, with 22,050 workers (42% of total) in 6 agreements obtaining wage increases averaging 2.4 per cent. The largest average wage increase was in the **Prairie provinces** at 3.6 per cent. In descending order of magnitude the remaining regions/jurisdictions were: **Quebec** at 3.3 per cent; **Ontario** at 2.3 per cent; **B.C.** at 2.2 per cent and **Atlantic Canada** at 2.1 per cent.

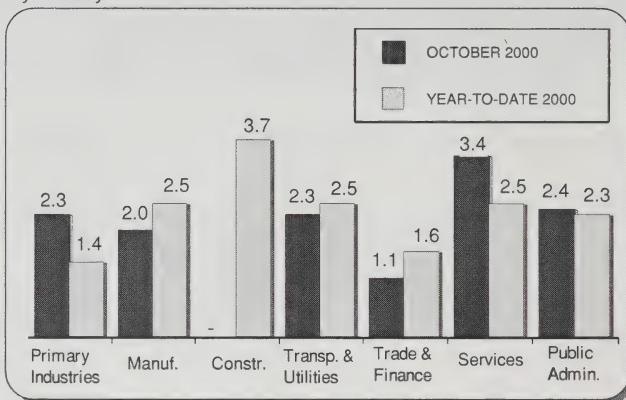
On an industry basis, the largest proportion of employees was in the **services sector**, providing 20,130 employees (39% of all employees) with the largest average wage increase at **3.4 per cent**. All remaining industry divisions were below the month's 2.7 per cent average. The second largest average wage increase was in **public administration**; 7 agreements provided 16,780 employees with wage gains averaging **2.4 per cent**. In **transportation, communication and utilities**, 3 agreements provided 9,410 employees with wage increases averaging **2.3 per cent**, and also in **primary industries**, a single agreement provided 700 employees (Hudson Bay Mining) with wage increases averaging **2.3 percent**. In **manufacturing**, a single agreement provided 1,500 employees with wage increases averaging **2.0 per cent** (Canadian Forest Products). In **trade and finance**, 2 agreements provided 3,660 employees with the lowest average annual increase at **1.1 per cent**. There were no major settlements in **construction**.

The majority of employees (56.7%) in October received wage increases in the 2.0 to 2.9 per cent range. Below this, 1.7% of employees had a wage freeze and 6.9% of workers received increases ranging from 1.0 to 1.9 per cent. Slightly less than 28% of employees received wage increases of 3.0 to 3.9 per cent and fractionally below 7% of employees received wage increases greater than 4.0 per cent.

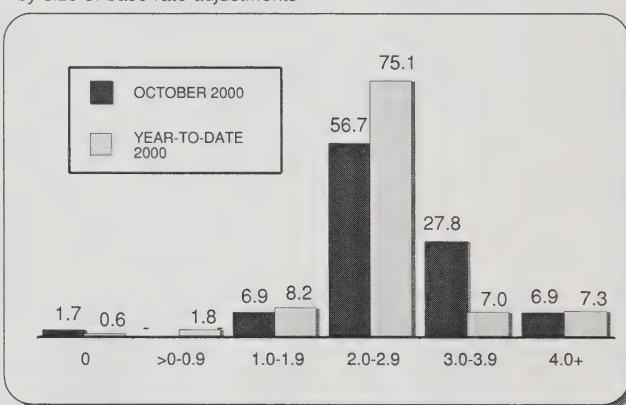
The distribution of settlements and employees by region/jurisdiction is shown in the table below and the accompanying chart.

	Agreements	Employees
Atlantic provinces	1	750
Quebec	2	2,170
Ontario	6	8,990
Prairie provinces	3	13,580
B.C.	5	5,260
Federal	6	22,050

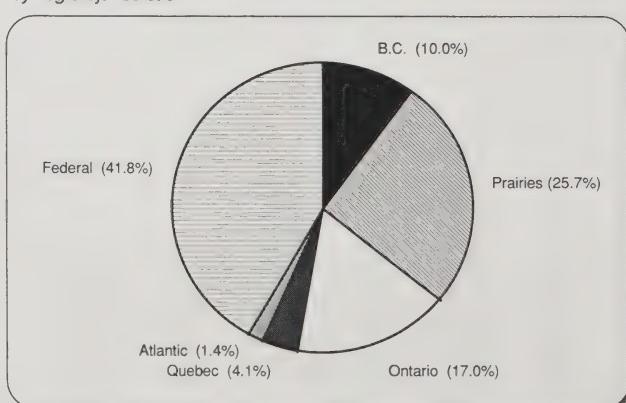
*Base rate percentage adjustments from major settlements, by industry*



*Percentage distribution of employees from major settlements, by size of base rate adjustments*



*Percentage distribution of employees in major settlements, by region/jurisdiction*



**MAJOR SETTLEMENTS REACHED IN OCTOBER**

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
<b>Primary Industries (1 agreement)</b> Hudson Bay Mining and Smelting Co., Ltd., mine employees, Flin Flon, Man.	700	2.3	3.5	36.0	
	700	2.3*	3.5	36.0	31/12/02
<b>Manufacturing (1 agreement)</b> Canadian Forest Products Ltd., mill employees, Prince George, B.C.	1,500	2.0	2.0	36.0	
	1,500	2.0	2.0	36.0	30/06/03
<b>Transportation, Communication and Other Utilities (3 agreements)</b> Air Canada, customer service, System-wide Canadian National Railway Company, bridge and structure employees, System-wide Government of Canada, electronic technicians, Canada-Wide,	9,410 4,710 3,510 1,190	2.3 2.5 2.0 2.2	2.3 2.5 2.0 2.0	28.5 24.0 36.0 24.0	27/03/04 31/12/03 31/08/01
<b>Trade-Finance (2 agreements)</b> Sobeys Québec, wholesale employees, Montréal-Nord, Que. Zehrs Markets, Division of Zehrmart Limited, retail employees, Essex County, Ont.	3,660 660 3,000	1.1 1.7 1.0*	0.2 1.0 0.0	63.9 36.0 70.0	04/07/03 01/07/06
<b>Community, Business &amp; Personal Services (9 agreements)</b> Carleton University, support employees, Ottawa, Ont. Elk Island Public Schools Regional Division No. 14, elementary and secondary teachers, Elk Island, Alta. Government of Saskatchewan, elementary and secondary teachers, province-wide, Sask. London District Catholic School Board, elementary and secondary teachers, London, Ont. Memorial University of Newfoundland, administrative services employees, St. John's, Nfld. Ottawa-Carleton District School Board, occasional teachers, Nepean, Ont. Parkland School Division No. 70, elementary and secondary teachers, Stony Plain, Alta. University of Montreal, professors, Montréal, Que. Waterloo Region District School Board, elementary teachers, Kitchener, Ont.	20,750 580 920 12,150 1,300 750 900 510 1,510 2,130	3.4 2.7 3.4 3.6 2.0 2.1 0.0 3.8 4.0 5.0	4.1 3.0 3.4 4.5 2.0 3.0 0.0 3.8 5.0 5.0	26.9 24.0 12.0 32.0 24.0 23.0 12.0 12.0 36.0 12.0	30/06/02 31/08/01 31/08/02 31/08/02 31/08/01 01/09/01 31/08/01 31/08/01 31/05/03 31/08/01
<b>Public Administration (7 agreements)</b> Canada Customs and Revenue Agency, auditors, Canada-Wide City of Coquitlam, inside and outside employees, Coquitlam, B.C. City of Richmond, inside employees, Richmond, B.C. City of Vancouver, outside employees, Vancouver, B.C.	16,780 5,920 770 870 1,490	2.4 2.5 2.3 2.3 2.3	2.2 2.5 2.0 2.0 2.0	27.5 12.0 36.0 36.0 36.0	21/06/01 31/12/02 31/12/02 31/12/02

\* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

*Continued on next page*

**MAJOR SETTLEMENTS REACHED IN OCTOBER**

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Corporation of Delta, inside and outside employees, Delta, B.C.	630	2.3	2.0	36.0	31/12/02
Government of Canada, scientific and other professionals, Canada-Wide	6,020	2.3	2.0	36.0	22/09/02
Regional Municipality of York Police Services Board, police officers, Newmarket, Ont.	1080	3.0	3.0	36.0	31/12/02
Agreements with COLA (2 agreements)	3,700	1.2	0.7	63.6	
Agreements without COLA (21 agreements)	49,100	2.8	3.0	27.8	
All agreements (23 agreements)	52,800	2.7	2.8	30.3	

**WAGE INCREASES FROM MAJOR SETTLEMENTS**  
(effective average annual percentage adjustments in base rates)

	1997	1998	1999	1999			2000			Year to date*	2000		
				3	4	1	2	3	Aug		Sep	Oct	
<b>All Industries/Jurisdictions</b>													
Average Annual Adjustment	1.5	1.7	2.2	2.3	2.9	2.4	2.5	2.3	2.4	2.3	2.7	2.7	
Non-COLA	1.4	1.6	2.0	2.1	2.2	2.4	2.5	2.4	2.4	2.2	3.2	2.8	
COLA	1.8	2.6	3.3	4.0	4.2	2.2	2.4	1.8	2.1	2.9	1.3	1.2	
First Year Adjustment	1.1	1.4	1.9	1.9	2.8	1.9	2.6	2.4	2.2	2.1	2.3	2.8	
Non-COLA	1.0	1.4	1.7	1.6	2.1	1.9	2.6	2.6	2.2	2.0	3.2	3.0	
COLA	1.7	2.5	3.2	3.9	4.1	2.5	2.7	1.0	2.2	2.7	0.4	0.7	
<b>Industries</b>													
Primary Industries	1.9	1.1	2.2	1.6	2.4	-	1.2	-	1.4	-	-	-	2.3
Manufacturing	2.3	1.4	3.3	3.4	4.4	2.5	2.9	2.2	2.5	2.3	3.6	2.0	
Construction	1.6	2.4	2.0	1.4	-	3.9	-	2.7	3.7	-	-	-	
Transp. & Communication	1.6	1.9	2.4	3.3	2.2	2.6	2.3	2.1	2.5	2.5	1.4	2.3	
Trade-Finance	1.7	1.6	1.5	1.9	2.2	2.0	1.8	1.5	1.6	2.3	1.0	1.1	
Services	1.0	1.4	1.8	2.4	2.3	2.2	3.6	2.9	2.5	1.9	3.4	3.4	
Public Administration	1.3	1.8	2.2	2.2	2.2	2.5	2.1	2.6	2.3	2.5	2.6	2.4	
<b>Jurisdictions</b>													
Newfoundland	1.7	1.3	1.6	2.2	-	2.4	2.3	-	2.4	-	-	-	2.1
Prince Edward Island	-	2.1	2.7	-	3.0	-	2.4	-	2.4	-	-	-	
Nova Scotia	2.0	2.9	2.1	1.5	1.8	2.2	-	-	2.2	-	-	-	
New Brunswick	0.7	1.5	2.4	3.6	-	1.5	2.5	2.5	2.1	-	-	-	
Quebec	1.3	1.0	1.6	1.5	2.1	2.3	2.6	2.8	2.3	2.2	3.1	3.3	
Ontario	1.1	1.6	2.1	3.2	3.6	2.5	2.3	2.2	2.4	2.4	2.5	2.3	
Manitoba	1.1	1.4	2.5	2.2	2.3	2.5	2.2	2.4	2.4	2.4	2.4	-	
Saskatchewan	0.9	1.8	2.1	3.1	1.8	2.0	-	-	3.5	-	-	3.6	
Alberta	2.4	3.0	4.0	3.3	3.0	3.8	5.9	3.0	4.6	-	3.1	3.5	
British Columbia	1.3	0.8	0.8	1.3	0.8	0.6	0.7	1.9	1.6	1.8	1.5	2.2	
Multi-Province	2.8	1.5	2.2	-	-	2.6	1.8	2.7	2.4	-	-	-	
Federal Jurisdiction	1.8	2.1	2.8	3.4	2.3	2.2	2.0	3.0	2.2	2.8	3.5	2.4	
Public Sector	1.1	1.6	1.9	2.3	2.1	2.3	2.5	2.6	2.4	2.1	3.0	3.0	
Private Sector	1.8	1.8	2.6	2.4	3.6	2.8	2.3	1.9	2.2	2.7	1.5	1.9	
Consumer Price Index	1.6	0.9	1.7	2.2	2.4	2.7	2.4	2.7	2.6	2.5	2.7	2.8	

\*January to October data

Data for the current month are preliminary.

**MOST RECENT SETTLEMENTS**

Employer	Union	Number of employees	Settlement month
•Entourage Technology Solutions	CEP	1,400	Nov. 00
•Government of New Brunswick	Nurses Union	5,200	Nov. 00

**CURRENT KEY NEGOTIATIONS**

Employer	Union	Number of employees	Status*	Expiry month
<b>Public Sector</b>				
•Government of Canada	various unions	120,630	B/CO/TENT	Nov.99/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	B	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS & PSAC	4,330	B/CO	Sep.00
•VIA	various unions	2,530	B	Dec. 00
•Cape Breton Development Corp.	Mineworkers (UMWA)	1,200	B	Dec. 98
•Government of Nova Scotia	CUPE	1,160	CO	Oct. 99
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	B	Mar. 00
•Sydney Steel	Steelworkers	175	TENT	Oct. 99
•Government of Quebec	Quebec Provincial Police Association	4,700	TENT	June 98
•Montreal Urban Community	MUC Police Assn.	4,510	TENT	Dec. 98
•City of Toronto	Firefighters	3,000	ARB	various
•Government of Saskatchewan	SGEU	9,500	B	Sept. 00
•Government of N.W.T.	PSAC	4,000	B	Mar. 00
<b>Private Sector</b>				
•CN Rail	various unions	10,910	B	Dec. 00
•CP Rail	various unions	6,800	B	Dec. 00
•Alcan	various unions	4,435	B	Jan. 01
•Falconbridge	CAW	1,430	WS	July 00
•Pipe Line Contractors' Association	various unions	4,300	B/TENT	Apr. 00
•NAV CANADA	IBEW	950	B	Aug. 00
•Motor Coach Industries (Man.)	Machinists	1,620	B	Aug. 00
•TELUS	TWU	14,800	B	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	B	Aug. 00

Status\* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

**UPCOMING KEY NEGOTIATIONS**

Employer	Union	Number of employees	Expiry month
•Ford Electronics	IAMAW	1,500	Jan. 01
•Toronto Hydro	CUPE	1,600	Jan. 01

**EXPLANATORY NOTES**

**Sources:** The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

**Coverage:** The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

**Base rate adjustments:** The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

**For more information contact:**

Client Services at 1-800-567-6866  
 or in the Ottawa-Hull region (819) 997-3117  
 or  
 E-mail: [wid-imt@hrdc-drhc.gc.ca](mailto:wid-imt@hrdc-drhc.gc.ca)







